
Head of Strategy

Location: Home-based in the UK, with regular national and international travel

Contract: 2 years with the possibility of extension dependent on continuation of funding.

Reporting to: Chief Operating Officer

Salary: £65,000 to £70,000.

Additional benefits: 25 days annual leave plus public holidays (annual leave increasing by 1 extra day for every year's service up to 30 days total), life assurance and access to an employee assistance programme.

WeProtect Global Alliance will not be responding to expressions of interest or applications sent by third parties (agencies, brokers or recruitment specialists).

We require a highly skilled and motivated individual who has strong ethical standards and demonstrable commitment to the values of WeProtect Global Alliance to help plan, coordinate, implement and track our existing and new global strategy to ensure that our members collectively work together to create a world where children and young people can access and participate in the digital world free from harm, sexual abuse and sexual exploitation.

The successful candidate will demonstrate considerable professional experience in a comparable role and a genuine passion for child protection. They will have a strong track record in developing, harnessing and deploying policy and research outputs to support and collaborate with the WeProtect Global Alliance community to develop real world solutions to make the digital world safer for children and young people across the globe.

Politically, commercially and financially astute, you will have a broad range of skills. You will be able to build relationships and work effectively with a broad range of global partners (who often hold competing views and opinions). You will confidently and comfortably support often ambiguous and sensitive negotiations with diverse stakeholders as we develop and implement the organisation's new global strategy.

You will be able to focus on both the detail and the bigger picture in a complex policy and legislative landscape and be an inspirational and supportive team player who will live our values, shine confidently as a key member of the senior management team, be a role model to our brilliant research manager and policy manager and ambassador when engaging with members and external partners.

If working on strategy, research and policy, combined with our mission of making the digital world free of harm for children and young people, motivate you to come to work and give your best every day, then this is the place for you and we cannot wait to welcome you!

About WeProtect Global Alliance

The online world was not created with children in mind and can be unsafe for children and young people to explore. Every phone and computer is a potential gateway for offenders seeking to sexually exploit children. Our Alliance generates political commitment and practical approaches to make the digital world safe and positive for children, preventing sexual abuse and long-term harm.

Our Alliance's geographical reach is unprecedented: 103 governments are members along with 82 private sector companies, 126 civil society organisations and 10 intergovernmental organisations. This diverse membership is key to our ability to deliver real change. Together, we break down complex problems and develop policies and solutions to protect children from sexual abuse online. More information on who we are and what we do can be found at www.weprotect.org.

WeProtect Global Alliance is supported by a high-performing secretariat of eleven staff based in the UK and Belgium and is overseen by an influential Global Policy Board that the Head of Strategy will work collaboratively with to ensure the Alliance members remain impact and child centred.

Job description

Overall purpose of role

As the WeProtect Global Alliance Head of Strategy, you will lead a small team to build a global network, evidence base and policy portfolio to guide and drive the implementation of our Strategy and mission targets. Your team will provide high level analysis and ask critical questions, supporting the Alliance to identify immediate and emerging issues which may require investigation or exploration, support the Policy Board, Executive Team, Head of Members and Head of Development to navigate key strategic decisions.

You will also work closely with the Head of Members and Head of Development to support the development of new ways of working to harness Alliance members and broader community of practice to understand our collective impact and ensure our secretariat,

members and broader organization actively remain relevant and focused on delivering our mission and strategic objectives.

You will lead the WeProtect Global Alliance Research and Policy work, with key accountability for the following outcomes:

- Work with the Executive Team and Policy Board to implement the existing WeProtect Global Alliance strategy and ensure the forthcoming strategy remains targeted and focused on achieving the Alliance's global ambition.
- Work with the Executive Team and Policy Board to develop and implement the WeProtect Global Alliance approach, strategy and operational targets on participation and engagement.
- Collaborate with the Head of Members, the Head of Development and MEL lead to collectively build, maintain and oversee our theory of change and operational model to ensure our Strategy remains impactful and has real world impact on the lives of children and young people.
- Provide inspirational leadership and empower our Policy Manager and Research Manager to pro-actively deliver a portfolio of work that will raise the profile of our mission and shift the needle on governmental, public and private sector agencies approaches to child protection and safety in the digital world. This includes overseeing the production of the WeProtect Global Alliance biennial Global Threat Assessment, Model National Response and Global Strategic Response.
- Build and maintain meaningful engagement with a broad range of external stakeholders across the public, private and third sector (including government agencies, advocacy communities, specialist tech and civil society organisations) across the globe to deliver the WeProtect Global Alliance strategic mission.
- Play an active role in building the operational resilience, financial sustainability and compliance capability and capacity of the Secretariat to provide a world class service to our members and Board to ensure WeProtect Global Alliance remains focused on creating a world where children and young people can access and participate in the digital world free from harm, sexual abuse and sexual exploitation.

Key Responsibilities

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1. To lead the Strategy team, ensuring the research and policy portfolios are informed by best practice to achieve our mission, vision and embody our values. This includes working across the Secretariat to deliver the existing strategy and collaborate with Executive Team to develop and implement our new strategy.
 2. To be a thought leader, keep abreast of external trends and developments and changing circumstances to ensure the WeProtect Global Alliance Strategy remains relevant, targeted and focused on improving outcomes for children and young people in a rapidly changing legislative, operational and technology landscape.
 3. To be accountable for strategy, research, policy and cross organisational projects and work streams. This includes planning and organising relevant performance and delivery areas, being mindful of cross-cutting impacts and priorities.
 4. To be accountable for the commissioning, delivery and impact of strategic projects, ensuring they are led and informed by participatory and advocacy principles to reflect the diversity of our membership, embed lived experience, and deliver the WeProtect Global Alliance mission.
 5. To ensure the continuous development and effective delivery of the WeProtect Global Alliance Strategy in a fast paced, politically sensitive and rapidly changing external environment, including participating in and leading (where relevant) annual business planning, forecasting, setting, monitoring, reviewing and reporting on budgets and relevant donor requirements to support effective decision making throughout the year.
 6. To provide exemplary leadership and line management to staff, including appraisals, supervision, team meetings, delegating, managing, engaging, developing and supporting staff to be the best they can be and achieve our strategic objectives in accordance with our vision and values.
 7. Lead and develop effective working relationships with external partners, stakeholders, members and staff to maximise the collective impact of WeProtect Global Alliance (governmental, public, private, civil society and advocacy communities).
 8. To take accountability for preparing papers, reports and presentations for internal and external meetings including senior management meetings, executive team, trustee, board and reference groups meetings. To attend, chair, and contribute to meetings, briefings, reviews, due diligence and auditing and compliance activities.

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9. Represent the Executive Director and the Chief Operating Officer at internal and external events, share peer responsibility for problem solving challenges, creating a 'one team' approach to delivery and deputising where appropriate.
 10. To be an ambassador, spokesperson and representative of WeProtect Global Alliance Secretariat at external events.

Expectations

As a member of the Senior Management Team (SMT) you will also have a pivotal role to play in supporting and improving the organisations effectiveness as we develop the WeProtect Global Alliance new strategy, operating model and ways of working to ensure we remain effective, responsive and relevant in an increasingly polarized political landscape as we enter the fourth industrial revolution.

As a global, multi-sector alliance, ensuring equity, diversity and inclusion (EDI) is embedded in everything we do is a critical priority. We embrace diversity and understand that being an inclusive organisation, recognising different perspectives, will enable us to be impactful and effective. We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equality in physical and mental health for all.

1. To attend and contribute to meetings, training and other events as required.
2. To actively participate in our supervision and appraisal process.
3. To ensure that all responsibilities and activities within this post are delivered in accordance with WeProtect Global Alliance core values and relevant corporate, organisational, financial and compliance policies.
4. To travel to meetings and fora which may require the need to work unsociable hours e.g. attending evening or weekend meetings.
5. To adhere to relevant legal and statutory requirements including Data Protection Act and the Health and Safety at Work Act.
6. To use WeProtect Global Alliance resources responsibly.

Person Specification

Essential criteria

Experience

1. Significant senior experience and demonstrable record leading a Strategy Team to deliver an ambitious child centred mission on the global stage.
2. Outstanding leadership and team management experience, including experience coaching and line managing direct reports.

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3. Demonstrable effective influencing and negotiation skills and political judgment with a proven track record building productive and impactful professional relationship and partnerships with a wide range of individuals and organisations.
 4. Demonstrable experience leading change and transformation with demonstrable qualities as a change agent.
 5. Demonstrable senior management level experience in project management, financial, donor and budget management, monitoring, evaluation and lesson learning across the fields of strategy, research and policy.
 6. Significant experience commissioning high quality, high value research and policy projects and able to demonstrate the use of insights in long term planning and impact frameworks.

Skills

1. Outstanding communication skills and ability to effectively engage and build meaningful relationships with internal and external staff and stakeholders at all levels.
2. Outstanding self-management skills to work independently, autonomously and as part of a team, using own initiative and being flexible and adaptable to deliver as 'one team'.
3. Excellent IT, project management, financial management and donor engagement skills.
4. Demonstrable excellent planning and organisation skills to deliver work to agreed timescales and standards.

Knowledge

1. Knowledge and understanding of WeProtect Global Alliance mission, vision, values and ambition and how it applies to this post.
2. Knowledge and understanding of a child centred approach to participation, advocacy and EDI and how it applies to this post, with a focus on embedding effective policies and processes.
3. Awareness of global child protection policies and procedures within the digital arena and a genuine passion for child protection.

Other

1. A willingness to travel and work unsocial hours (time in lieu can be claimed)
2. Commitment to your own continuing professional and personal development
3. To uphold high standards of work, standards and conduct in line with WeProtect Global Alliance values.

Diversity, inclusion and equity

We welcome applicants from all sections of the community, regardless of age, sex, gender (or gender identity), ethnicity, disability or sexual orientation. We particularly welcome applicants from ethnic minorities and other under-represented groups.

Safeguarding and values

As a child-focused organisation, we have a strong commitment to child safeguarding and rigorous procedures. The successful candidate will be required to provide two referees and to undergo a criminal record check.

All staff are expected to act at all times in a manner consistent with our values and in compliance with our policies and procedures, including our Safeguarding Policy and Code of Conduct.

Our values are:

- **Empowerment** – collaboration, innovation, challenge
- **Accountability** – responsibility, delivery, safeguarding
- **Respect** – honesty, feedback, inclusion

Recruitment process

Applicants should provide an up-to-date CV as well as a covering letter of no more than two pages setting out why you want to work for WeProtect Global Alliance and summarising how you meet the person's specifications.

Applications should be sent to careers@weprotectga.org titled 'Head of Strategy – [applicant's name]'

Deadline: 17.00 (UK time) Tuesday 13th May 2025.