

# Head of Strategy

## (Maternity Cover Contract)

**Location:** Home-based in the UK, within 90 minutes travel of Central London with regular national and international travel

**Contract:** 1-year fixed Maternity cover commencing April 2026.

**Reporting to:** Executive Director

**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).

### Overall purpose of role

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 implement and track our new global strategy to ensure that our members work together to build, engage and support a diverse, child-centred global network with the commitment, knowledge and skills to tackle technology-facilitated child sexual abuse and 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.

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 our work remains targeted and focused on achieving the Alliance's global ambition.
- Work with the Executive Team and Policy Board to implement the WeProtect Global Alliance approach to measuring Key Performance Indicators and embedded the reporting mechanisms.
- Collaborate with the Head of Members, the Head of Development and Research Manager 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 review, and subsequent 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 digital world free from child sexual exploitation and abuse.

## About WeProtect Global Alliance

### Who we are

WeProtect Global Alliance is a global movement dedicated to ending the sexual exploitation and abuse of children online. We bring together governments, the private sector, civil society, and international organisations to create a safer digital world where every child can thrive.

Our Alliance connects over 300 members from across the globe, uniting diverse expertise and resources to protect children from harm, no matter where they are.

WeProtect Global Alliance is supported by a small, high-performing Secretariat of remote working staff based in the UK/Ireland and is overseen by an influential Global Policy Board drawn from our membership.

### Our vision

A digital world free of child sexual exploitation and abuse

### Our mission

To work together to build, engage and support a diverse, child-centred global network with the commitment, knowledge and skills to tackle technology-facilitated child sexual abuse and exploitation.

### What we do

We focus on driving policy change, fostering international collaboration, and promoting cutting-edge research to combat online child abuse.

Through shared data, insights, and best practices, we empower our members to develop more effective solutions and inspire a coordinated global response.

With a steadfast commitment to child safety, WeProtect Global Alliance stands as a catalyst for change, advocating for a world in which technology empowers and protects children, not endangers them.

Together, we're creating lasting impact and building a future where every child is safe online.

More information on who we are and what we do can be found at [www.weprotect.org](http://www.weprotect.org).

## Job description

### Key responsibilities

- To lead the Strategy team, ensuring the research and policy portfolios are informed by best practice to achieve our mission and vision, while embodying our values. This includes working across the Secretariat to deliver the existing strategy.
- 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 technological landscape.
- 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.
- To be accountable for the commissioning, delivery and impact of strategic projects, ensuring they are led and informed by participatory principles to reflect the diversity of our membership, embed lived experience, and deliver the WeProtect Global Alliance mission.
- To ensure the 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.
- 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.
- 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).
- 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.

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

## **Expectations**

### **Senior Management Team (SMT)**

As a member of SMT, you will also have a pivotal role to play in supporting and improving the organisations effectiveness as we implement 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.

### **Cross-Functional Operational Collaboration**

Contribute to WPGA operational processes and systems, working collaboratively with colleagues to deliver cross-functional projects that strengthen the reach and impact of the Secretariat.

### **Building an inclusive culture**

Play a proactive role in ensuring equity, diversity and inclusion (EDI) is embedded in everything we do.

Embrace diversity and recognise different perspectives within collaborative working to create a more impactful and effective organisation.

Commit to ensuring all employees are treated fairly and equitably at work, feel like they belong and promote equality in physical and mental health for all.

### **Other**

- To attend and contribute to meetings, training and other events as required.
- To actively participate in our supervision and appraisal process.
- 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.

- To travel to meetings which may require the need to work unsociable hours, for example attending evening or weekend meetings.
- To adhere to relevant legal and statutory requirements including Data Protection Act and the Health and Safety at Work Act.
- To use WeProtect Global Alliance resources responsibly.

*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.*

## Person specification

### Essential criteria

#### Experience

- Significant senior experience and demonstrable record leading a Strategy Team to deliver an ambitious child centred mission on the global stage.
- Outstanding leadership and team management experience, including experience coaching and line managing direct reports.
- 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.
- Proven experience leading change and transformation with demonstrable qualities as a change agent.
- 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.
- 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

- Outstanding communication skills and ability to effectively engage and build meaningful relationships with internal and external staff and stakeholders at all levels.
- Excellent 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'.

- Exemplary IT, project management, financial management and donor engagement skills.
- Demonstrable excellent planning and organisation skills to deliver work to agreed timescales and standards.

### **Knowledge**

- Knowledge and understanding of WeProtect Global Alliance mission, vision, values and ambition and how it applies to this post.
- 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.
- Awareness of global child protection policies and procedures within the digital arena and a genuine passion for child protection.

### **Other**

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

### **Diversity, inclusion and equity**

We are committed to building a diverse and inclusive organisation. We actively welcome applications from people of all backgrounds, including those of different ages, genders, ethnicities, sexual orientations, abilities and lived experiences. We particularly encourage applications from individuals who are part of communities that are under-represented in our sector.

### **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 specification.

**Deadline:** 9am Friday 13<sup>th</sup> February