



We are looking for a new team member to join us who is passionate about contributing to our work.

- **Salary:** £46,000 per annum pro rata - for a maximum of three days-a-week on a permanent contract + 36 days holiday pro rata + 7.5% pension contribution.
- **Location:** Applicants must be based in the UK, have the legal right to work there, and willing and able to work remotely.
- **Deadline for applications:** 9am BST on Monday 28 April at the latest.
- **Start date:** As soon as possible from early August.

Common Cause Foundation works in the belief that any proportionate and lasting response to the polycrisis will require a fundamental re-examination of the values that are prioritised in mainstream culture. We draw on an extensive understanding of social psychology to propose strategies for rebalancing cultural values, and we work with other organisations to prototype these approaches.

Our work is focused particularly in the UK, but we collaborate with people across the globe. Please [take a look at our website](#) for a deeper understanding of what we do and how we work.

We are looking for someone to join our small team to help build on our recent successes: extending our work with media organisations; strengthening our online resources and training materials; reaching across causes to establish values-based solidarity; advocating our work to funding organisations. There is lots of opportunity for a new member of the team to bring new ideas and perspectives to shape the next phase of our work.

We'd like to shape this new role to fit the right person

Most importantly, the person who joins our team will be convinced that the best way to meet today's profound social and environmental challenges is by working with the compassion and connection that most people feel for one another, for beyond-human living beings, and for the natural systems of which we're a part.

Because you'd be joining a very small organisation (with just two other part-time staff) we can think creatively about shaping this role to suit the skills and motivations of someone who is excited to work with us.

We'll ideally work with someone who is able to think and work across different causes (both environmental and social) and who values intuitive and emotional responses to today's challenges, while also bringing evidence-based rigour.

This new member of our team will bring ideas about who to approach for collaborations and funding, and how to do this, and will be keen to help articulate our organisational purpose and what we can achieve. They will probably have worked in these ways in previous roles.

Who we're looking for

We are looking for someone who:

- Believes in the necessity and efficacy of the work of Common Cause Foundation, and is enthusiastic about advocating this to others.
- Understands how privilege and power affect organisations, in both their internal and external work, and is committed to identifying oppressive behaviour and practices where these occur.

The work of Common Cause Foundation would really benefit from people who can bring the following skills, attributes or passion. If you could bring one or more of these, we'd love to hear from you:

- **Developing and delivering on fundraising strategies.** Experience in developing and executing ethical and effective fundraising strategies, and in building and managing relationships with trusts and foundations; ideally you will have existing relationships with such organisations. Experience of fee-for-service program development is also desirable. *Because we want to better resource and expand our work.*
- **Building networks.** Ability to initiate and maintain strong relationships; ability to communicate ideas at any level and to create strong working partnerships; experience of developing and delivering network strategies, including effective approaches to building and supporting networks – through both online forums and offline meetings and events. *Because we recognise the importance and power of collaboration and of supporting people to do the work we advocate for.*
- **Supporting learning.** Experience of designing workshops and training, facilitating groups and developing materials for independent learning, which could extend to devising self-led online courses. Experience with creating typologies and frameworks. *Because this has been a really important part of bringing this work to the world.*
- **Delivering compelling communications.** Experience in developing and executing communication strategies, including impactful social media presence. *Because we want to better advocate for the importance of values and we know we could be doing more.*
- **Assessing impact.** Experience in assessing impact, especially where this relates to projects and programmes that seek systemic change. *The nature of the work we do, being systemic and upstream, makes it particularly*

hard to measure impact

- **Operations and project management expertise.** Helping to smooth the day-to-day running of the organisation, including internal communications, strategy, budget management, timeline development and tracking. Managing multiple workstreams simultaneously. *We are a small, part-time team working towards flat hierarchy and would welcome anyone with particular ability in this area.*
- **Values and social psychology expertise.** Understanding of human values frameworks. Knowledge of social psychological constructs like Social Dominance Orientation (SDO) and Right-wing Authoritarianism (RWA). Ability to translate academic research into practical applications and real life and to make it accessible. *This is a fundamental part of our work. We know that not everyone will have this pre-existing knowledge and we will provide training and support, but if you do it's a bonus.*

Further details

We can offer flexibility about working hours and location. **We have no central office – we each work from home** - so it is imperative that you are comfortable working remotely. You will be able to communicate warmly, openly and honestly with the rest of the team, and you will be instinctively collaborative. **You will work from a base in the UK**, because while we work remotely, we find it important to meet regularly face-to-face. **For this role, you will need to have the legal right to work in the UK and we will not unfortunately be able to help you secure this.**

We operate a flat pay structure, and can offer a salary of £46,000 *per annum pro rata* on a permanent contract with benefits, including 36 days holiday pro rata and 7.5% pension contribution. **We are open to discussing how many days-per-week you would like to work, though at present there will be an upper limit of three days-per-week.**

As an organisation we are deeply committed to centring the lived experience and perspectives of people with minoritised identities. This commitment infuses all our work. Recently, for example, we have pursued workstreams identifying ways in which patriarchal and heteronormative perspectives surface in social and environmental campaigning, and have been collaborating with networks of Indigenous people to challenge and strengthen our work. We see the oppression of human and nonhuman beings as deeply interconnected and we work to challenge human exceptionalism.

We are seeking to build a team which can work together to apply an understanding of values to help resist oppression in its myriad forms. What we do needs to be shaped by who we want to serve - and that's all of us. As such we would particularly encourage applications from people with marginalised identities who have been denied access to power and influence or tokenised, including, but not limited to: Black, Brown and Majority World peoples, disabled people, those from the LGBTQI+ community, people from working class backgrounds, people without a university degree, and people who identify as women. We would also welcome applications from people with a particular

commitment to challenge human exceptionalism. We commit to genuine change, not mere assimilation.

Interested to apply?

If you are interested in exploring whether you are the right person to join us, please be in touch, as soon as you like, but **by 9am BST on Monday 28 April at the latest.**

Please include:

- a current CV (2 pages maximum).
- a covering email or letter (maximum one page) outlining the reasons for your interest in working with us and anything else that you would like to highlight, or, if you prefer, send us a short (maximum 3 minutes) video or voicenote outlining these things.
- an indication of the number of days-per-week that you would likely want to work (we're anticipating that this role will be for a maximum of three days-per-week).

You can send these by email, to info@commoncausefoundation.org or, if you prefer, via WhatsApp 07776 467553.

Initial, informal 45 minute interviews will be held virtually on either **Tuesday 6 May, Thursday 8 May** or **Tuesday 13 May** with one or two of the team. The purpose of the conversation will be:

- to find out more about each other;
- to hear more about your interest in the role and how you feel you can best support the work of Common Cause;
- to discuss how we might work together and expectations of the role, and to answer any further questions.

If you would like to speak to someone about any aspect of this opportunity before applying, please email us at the address below and we will be in touch to arrange a time to speak.

If you require any support for accessibility purposes, please do let us know also so that we can better support you to apply.

Email: info@commoncausefoundation.org

Web: <https://commoncausefoundation.org/>