

Innovation Intern

Job Level	Intern	Kornferry Function	
Directorate	Finance	Function/Service	Central Innovation
Direct Reports	None	Indirect Reports	None
Line Manager Title	Innovation Manager	Budgetary Responsibility	0

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Purpose	Role description: <i>This role is about supporting the design, testing, and piloting of innovative products and services that advance our humanitarian mission. By championing experimentation and learning, the role helps turn bold ideas into practical, impactful outcomes. The specific project we're looking to pilot at the start of 2026 is 'Bridging Divides', which is all about helping people to connect to and act with empathy in a more polarised world, and there will be opportunities to support on other innovation projects and initiatives as well.</i>
Key Responsibilities	• Support and contribute to our pilot 'Bridging Divides', which is all about helping people connect to and act with empathy in a more polarised world. This could include: ○ fostering our 'early adopter' community and getting their feedback on different ideas ○ designing and writing marketing and website assets and copy ○ creating assets for organic social ○ monitoring and evaluating the pilot - synthesising data and feedback into actionable recommendations for improvement and impact measurement ○ supporting on the user journey, including supporting with the writing of email copy and the administration of emails ○ researching polarising topics and synthesising impartial information on these topics, presenting it in an easy-to-understand way ○ researching, designing, and testing ways to facilitate people to take action within community groups • Help to plan a two-day innovation event with colleagues from across the globe, including shaping content, organising the day and capturing learnings • Work on other innovation initiatives such as supporting volunteers to contribute flexibly, looking at using AI to support flood resilience, running Hackathons, and the coordinating the innovation community at the British Red Cross The responsibilities described are not a comprehensive list and additional tasks

Know-how	<i>This is an intern role, so we are not looking for heaps of experience. Rather we are looking for a motivated, professional and dynamic individual who is happy to get stuck in, learn through doing and ready to go the extra mile to help get innovation projects over the line.</i> <i>Essential:</i> • Curiosity and willingness to learn about innovation methods, human-centred design, and how new ideas are tested and scaled. • Strong communication skills, including the ability to write clear, engaging copy for different audiences (e.g., social media, websites, emails). • Research and synthesis skills, which will be needed for things like desk research, synthesising user insight, and evaluating tests and pilots • Organisational and planning skills, to help coordinate events, manage tasks, and keep projects on track. • Comfort with digital tools (e.g., Microsoft Office, collaborative platforms like Miro or Teams) and openness to learning new ones. • Detail-oriented when creating assets or supporting user journeys. <i>Desirable:</i> • Open-minded and flexible, able to work with colleagues from different teams and adapt to changing priorities.
Additional Requirements	1 day a week in our London office. Must be aged 18-25 and able to commit to a full-time internship from February 2026.

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/ None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult &
Child/ None	
Driver Check	Yes/ No
<u>International Roles Only</u>	
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	
-----------------------	--	--------------------	--

For this role, we expect high volumes of applications. As such, it may not be practical or appropriate to interview all people living with disabilities that meet the minimum criteria. In this case, we may limit the overall number of interviews offered to both people applying under the disability confident scheme and applications made not under the scheme.

Who is eligible for this role?

This internship is open to young people aged 18-25 who can commit to a full-time placement from January to June 2026, in line with the funding criteria for this role. We believe that a broad range of perspectives and lived experiences strengthens our work and impact.

We particularly welcome applications from people who are underrepresented in our organisation and the wider charity sector - including, but not limited to, people living with disabilities, people from ethnically diverse backgrounds, people with caring responsibilities, and people from diverse socio-economic backgrounds. We value the unique experiences and journeys that each individual brings, so if you're passionate about growing, contributing, and making a meaningful impact, we encourage you to apply.