

Senior Policy & Advocacy Officer (Disasters and Emergencies)

Job Level	4	Job reference No.	11616
		Role review	June 2025
Directorate	CEO's Office	Function	Policy
Service	Policy and Advocacy	Reports to	Policy and Advocacy Manager (Adaptation and Resilience)

Scale and scope of role

Direct reports	None	Indirect reports	None
Budgetary responsibility / accountability	None	Accountability for other resources	None

Context

We help anyone, anywhere in the UK and around the world, get the support they need if crisis strikes: connecting human kindness with human crisis. We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over, we help them to recover and move on with their lives. We are part of the global Red Cross and Red Crescent humanitarian network.

Our values and principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the International Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its **Fundamental Principles**: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis in the UK. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic-self to the 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.

About the team

The British Red Cross Policy, Research and Advocacy Team creates change to improve people's lives. We identify problems and drive forward solutions by listening to people with lived experience and amplifying their voices, conducting new research, using evidence from our services and beyond, and working with others. We use these insights to develop recommendations and influence decision makers to change their policy, practice, and systems for the better. We are committed to alleviating human suffering through advocacy and using our fundamental principles of neutrality and impartiality to our strength. We are proud to be kind and empathetic, passionate about our causes, pragmatic, focused on impact and evidence driven.

Purpose of the role

The senior policy and advocacy officer is responsible for developing policy and practice solutions and advocacy plans to help people at risk of and impacted by disasters and emergencies in the UK.

Key responsibilities

1. Lead on key projects and workstreams in the disasters and emergencies policy team, developing policy expertise and designing and delivering strategies for successful advocacy.
 - Undertake relevant policy development and ensure the experiences of the people we support through our emergency response services are reflected throughout our policy and advocacy work.
 - Work with the policy research team within the department to identify, carry out and commission new research as required to support and develop policy and advocacy priorities.
 - Develop close working relationships with communications, public affairs, and operational colleagues, and strategic networks, such as the Voluntary and Community Sector Emergencies Partnership.
 - Design and deliver creative and impactful advocacy strategies, selecting the most appropriate methods to secure change.
2. Support strategic stakeholder engagement to allow us to influence as effectively as possible across the UK.
 - Identify key contacts in national governments, stakeholders and ally organisations and develop and maintain effective relationships at the appropriate level.
3. Produce written communications to the highest standards, suitable for external publication.
 - Drafting of well-evidenced advocacy reports, opinion pieces, consultation responses policy briefings and positions, and speeches.

4. Provide expert advice (verbally and in writing) across your brief to senior staff, including the chief executive and strategic leadership team, in detail and on request.
 - Keep abreast of public policy and changes in the external environment, feeding back timely information to the organisation.
5. Develop an excellent working knowledge of our services and use this insight to inform policy and advocacy.
6. Work as one team with policy and public affairs officers in the UK devolved nations, working closely with them to plan, design and deliver coordinated or complementary advocacy strategies and policy positions, respecting and utilising their expertise to make maximum impact in Scotland, Wales and Northern Ireland.
7. Undertake other relevant duties within the overall scope of this post as may be required by the line manager.

Team Member

- > Actively participates in all team meetings
- > Supports other team members
- > Work and behaves in accordance with all British Red Cross policies and procedures
- > Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamic).

Pre engagement checks

Criminal Records

Type of criminal record checks required for this role

England and Wales - Disclosure and Baring Service Check (DBS)
> None
Scotland
> None
Northern Ireland
> None

Drivers Checks

> Required No

Person Specification

		Requirement	Evidenced obtained through Shortlisting (S) Interview (I) or Assessment (A)		
Knowledge and Skills	Essential	<ul style="list-style-type: none"> • Demonstrable understanding of public policy, legislation and guidance and of how to influence for change. • Ability to translate complex policy ideas into a persuasive format for a public or political audience. • Proven and demonstrable verbal and written communication skills, for a variety of audiences. • Lived experience or professional knowledge of how one or more social inequalities can affect the impact of crises or experience of recovery. • Ability to work as part of a team and build relationships with staff members, at all levels. • Ability to work on your own initiative. • Strong influencing and networking skills. • Computer literate, especially in Microsoft Office. 	S	I	A
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	Desirable	<ul style="list-style-type: none"> • Knowledge of and/or demonstrable interest in the work of the British Red Cross and International Red Cross and Red Crescent Movement. • Knowledge of the disaster and emergencies / civil contingencies sector 	S	I	
			S	I	
Experience	Essential	<ul style="list-style-type: none"> • Developing public policy recommendations and solutions • Building impactful relationships with external stakeholders and decision-makers. • Designing and delivering advocacy, engagement and influencing strategies. • Representing an organisation to external stakeholders and partners. 	S	I	
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		<ul style="list-style-type: none"> Providing strategic and tactical advice, including to senior management. Using research and evidence to inform policy positions. 	S	I	
			S	I	A
	Desirable	<ul style="list-style-type: none"> Working directly with people with lived experience of an issue to inform policy and/ or influencing strategies. Conducting and/or commissioning research on disasters and emergencies 	S	I	
			S	I	
Behaviours	<p>Focussing on people living with inequality: Always asks ‘what does this mean for people with disadvantage?’:</p> <ul style="list-style-type: none"> Puts people with disadvantage at the heart of what they do Thinks from a ‘people affected by inequality’ perspective <p>Working collaboratively: Pro-actively builds collaborative relationships internally and externally:</p> <ul style="list-style-type: none"> Takes the time to be curious, gets to know others and their perspective, formally and informally Manages relationships and partnerships for the long term – sharing insights, building trust, constructively and openly tackling conflict in order to agree solutions Helps others to understand the common ground <p>Communicating and influencing: Takes multiple steps to communicate and influence:</p> <ul style="list-style-type: none"> Uses appropriate British Red Cross communication tools and channels to deliver multiple messages to a range of stakeholders, clearly and effectively Influences others using compelling, well thought through arguments to build support and engagement Provides explanations, raises awareness of issues and sends consistent messages in order to support progress <p>Solution focussed: Sees multiple connections:</p> <ul style="list-style-type: none"> Defines the desired outcome by breaking the situation down into component parts Identifies trends and questions inconsistencies in information/data 			I	

		<ul style="list-style-type: none"> • Anticipates obstacles, thinks ahead about next steps and contingencies • Uses a range of methods to identify solutions and make decisions, involving others where appropriate 			
Additional requirements	Essential	<ul style="list-style-type: none"> • Ensures inclusive practice and promotes diversity • Able to travel in and around London and across the UK including occasional overnight stays 		I	

In line with our commitment to the Disability Confident Scheme (DCS), we aim to advance all candidates applying under the DCS who meet the minimum standard. However, if we receive a very high number of applications under the DCS, we may only progress those candidates who best meet the required standards.