



Consultancy/freelance opportunity: Associate Director (Equity and Justice)

December 2022

Summary

London Funders is looking for a consultant/freelancer to join our team as an Associate Director, supporting the work we do with our members to understand and embed approaches to grantmaking that centre equity and tackle injustice for London's communities. In this capacity we'd guarantee a minimum number of days work on an annual basis for the person appointed, and would agree additional packages of work during the year depending on the needs of the organisation.

This brief outlines the key elements of the opportunity:

- The purpose – an overview of how the work fits with our team and our plans;
- The products – examples of the type of work you'll be involved in;
- The person – some thoughts on the skills and experience you'll bring to the role;
- The practicalities – everything you need to know about the role; and
- The process – how we'll be making the appointment.

If you're interested in being considered for the Associate Director (Equity and Justice) opportunity you'll need to send us your CV and a cover letter (of no more than two sides of A4) outlining how you see yourself working with us before 10am on Tuesday 24 January 2023. More details below.

About us

London Funders is the only cross-sector membership network for funders and investors in London's civil society. We bring funders together to build a better London by taking action on what matters to our city and our communities.

We work to: enable a movement of members to have strong and trusted connections, based on shared values and ambitions; facilitate and lead collaborative programmes where only working together can achieve the change that's needed; and drive a learning culture, where shared data, intelligence and insight leads to better decision-making and action.

With over 175 members including Trusts and Foundations, local authorities, businesses and strategic regional bodies, we are well placed to convene and support collaborations at both a regional and local level. We develop tools and processes that make collaboration possible, and seek to share the learning about what works with our members and beyond.

The purpose

Equity and justice are central to our work, and to the ambitions of our members to create a London that is fairer and stronger for the future. We have worked to demonstrate our commitment to equity

and justice in all that we do, but recognise that we would benefit from focused expertise alongside our small core staff team to take this to the next level. This will include:

- Acting as an adviser to our team on existing work (helping to shape our learning and events programme to include the voices and ideas we need to achieve positive change)
- Contributing to the development of our plans for future periods so that we truly embed equity and justice across our work to deliver our new strategy (identifying where we are able to make the biggest change and helping us prioritise how we use our resources)
- Facilitating conversations with funders and partners on learning together on equity and justice, so that action can be taken (chairing meetings of our equity network group for funders where opportunities to develop can be shared)
- Sharing ideas and inspiration from your own research and networks to inform the funding community of the latest thinking (writing blogs and articles for our comms channels)
- Working alongside our equity partners on our funder collaborations to ensure that we live up to our values of embedding justice in our work together (joining meetings with our partners to help develop our programme of work on equity with our Propel funding partners)

We recognise that you will bring your own ideas to the role, and are also open to shaping the work you do with us to ensure your thoughts on how we can be most effective in our work are part of these plans – but we hope the above gives an idea of what will be involved. Our core staff team will be working alongside you – supporting and championing your work, and ensuring you have access to any of the information or insights you need from us to be successful.

The products

To give you an idea of how we've approached equity and justice in recent years, and to hopefully bring to life the areas of work you may be involved in, here are some examples of work we have undertaken, which include:

- Sharing learning – we have prioritised equity and justice as a theme for workshops in our annual [Festival of Learning](#), highlighting work from sector groups such as Ubele, as well as approaches taken by funders to centre equity
- Producing reports – we have commissioned independent [learning reports](#) on approaches to embedding equity and justice in grantmaking, and supported the sharing of these through case studies and focused work with funders interested in developing their practice
- Thematic network – we started a networking group for funders across sectors to share their work on equity and justice, identify issues for further training or exploration, and link in to wider developments in the sector to tackle injustice
- Commissioned equity partners – for the development of our funder collaborations (including the [London Community Response](#) for covid-19, and our [Propel](#) partnership for longer-term change) we have funded groups led by and for discriminated against communities to be our equity partners, acting as critical friends and helping to shape our approach to equity and justice; and we have also applied this approach to the development of our own strategy, funding the time of equity partners to actively engage in the discussions that led to our ambitions through to 2030

The person

For this opportunity we're looking for someone with a strong understanding of the issues facing discriminated-against communities in London, the power of civil society groups and movements led by and for the people they seek to champion, and of the ways that organisations like London Funders can centre issues of equity and justice to bring about positive change.

We're looking for someone who can bring their range of skills of delivering success with people with diverse thinking and ideas, who can work with these ideas and concepts to identify trends and themes, and produce a strong and compelling programme of work that turns ideas into action, as we're keen that our work together will lead to positive change for the city and communities we love.

You'll possibly have worked alongside organisations focused on equity and justice in the past, and we're open to this experience being from any role or sector – you might have experience in a policy role, in working directly alongside discriminated against communities to bring about change, in research or thought leadership roles, or in communications roles where you've turned complex ideas into accessible and actionable plans – for us the sector isn't as important as the skills and experience you'll bring to this role.

We're open to you not having worked in or with the funding sector before, but would ideally like you to bring some connections or awareness of London's communities and civil society as a grounding for the work you'll be doing – helping to ensure you're able to quickly identify the ideas and opportunities that will be most important to our work together.

As an organisation we are committed to working in ways that celebrate our city's diversity and to enabling people from all communities to be part of our work. We are particularly encouraging of applications for this opportunity from Deaf and disabled people, and from racially minoritised people, who are under-represented in our current team.

The practicalities

The Associate Director (Equity and Justice) role is offered as a consultancy/freelance opportunity. We will guarantee a minimum number of days that we will commission from you on an annual basis, and will agree additional packages of work during the year with you based on your capacity and the needs of the organisation.

For 2023/24 we will be looking to commission a minimum of 15 days work, and are proposing a rate of £375 per day (so a minimum annual contract value of £5,625).

We will agree projects with you during the year, and anticipate the days will be worked in "chunks" (i.e. as more intensive/focused projects rather than one/two days per month).

As this is a consultancy/freelance opportunity, there is no requirement for you to work from our offices (though we can make desk space available), and we can conduct the majority of our meetings with you via zoom or telephone (though we will also invite you in to meet with the team at key points during the year, at our offices in central London, and some of our meetings and events will require you to attend in person to engage with our members as part of the work).

The process

If you're interested in being considered for the Associate Director (Equity and Justice) consultancy you'll need to send us your CV and a cover letter (of no more than two sides of A4) outlining how you see yourself working with us before 10am on Tuesday 24 January 2023. Please send this via email to jessica.herbert@londonfunders.org.uk

Our team will then review the proposals received, and invite selected people to meet with us (in person or via zoom) in week commencing 30 January 2023, with a view to making an appointment and starting work together as soon as possible after this.

If you have any queries about this role, please send them to us on the email address above and one of the team will get back to you as quickly as we can.

Finally, thank you for your interest in working with London Funders. We think this is a really exciting opportunity to shape the work we do, not just for our organisation, but for the fantastic network of committed and progressive funders we have the pleasure of working alongside as we look to strengthen London's communities. We look forward to hearing from you!