



Title Policy & Research Manager

Contract: Permanent, full time - flexible options considered

Location: Remote working with 2 days/week in our London office

Reporting to: Partnerships & Impact Director

Direct report/s: Partnerships & Impact Coordinator

Salary: £40-45k, based on full time

About In Kind Direct

At In Kind Direct, we believe everyone deserves access to life's essentials and no usable product should go to waste. Since being founded by HRH The Prince of Wales in 1996, £297m of products have been donated by 1,250 manufacturers and retailers. We've diverted 32,725 tonnes of stock from going to waste, helping 11,655 charitable organisations.

We provide a single contact point for companies to donate new consumer goods such as toiletries, cleaning and laundry products, clothes, toys and office supplies to the communities that need them. Working with big names including P&G, Essity, Kimberly-Clark, PZ Cussons, and Amazon; we are the only UK charity with the infrastructure able to deliver this service at scale. The overall impact is an efficient, practical solution which improves people's lives, makes giving easy for companies, and unlocks vital resource into the voluntary sector.

Our network of thousands of charitable partners is a diverse mix of UK charities, community groups, food banks and schools. The majority of those we work with have an annual income below £100,000, working with either a handful of staff or run by volunteers. In 2021, we generated £27m in savings for our network.

Evolving our role:

We believe **everyone** deserves access to life's essentials, when currently many people are facing the daily decision to heat, eat, or feel clean. 1 in 5 households* have had to forego an essential hygiene product simply because they could not afford it. In Kind Direct has always been a practical response to the widening gap in need in society. We are now investing in new research, systems and the staff team to amplify the insight of our charitable network, to enable companies, policymakers and funders to take informed action for change.

We are in the second year of an ambitious strategy to triple our impact by 2025. The coronavirus pandemic has had a disproportionate effect on those that were already struggling to get by, and the current cost of living crisis is set to plunge many more into poverty. At the start of 2020, In Kind Direct was reaching 175,000 people with the products they needed. We are on track to reach over 600,000 people every week by 2025 and unlock £45m in savings for our sector each year. We know these savings enable our network to deliver new services, reach more people, build stronger local partnerships, and ensure their own resilience. We are equally committed to reducing our environmental impact as we pursue growth and will be setting carbon reduction targets this year.



Job purpose:

Join us in a newly created role, to help drive and shape our growth. You will develop and lead a coordinated policy and research approach that harnesses the collective voice of our network to challenge the systems in which we operate and achieve more for communities. This role sits within the Partnerships & Impact team, ensuring our impact, voice and financial health are aligned. It has line management and some budget responsibility.

There is a strong external focus to this role. You will develop relationships with key stakeholders, representing the charity in the policy environment. We believe this role would be great for someone with established policy knowledge looking to develop their expertise, with the autonomy to shape a new function in a small team.

Main responsibilities:

- Lead and manage our policy and research activities.
- Produce compelling and accurate content for media, social media, communications and fundraising to enhance our reputation, reach and profile.
- Keep a watching brief on relevant areas such as poverty, the levelling-up agenda, and the third sector, and share regular briefings with colleagues.
- Develop, deliver and evaluate research with methodologies including polling, interviewing, primary and secondary data analysis.
- Develop relationships with key stakeholders, representing the charity in the policy environment to grow our voice and visibility.
- Work with colleagues and our network partners to ensure the experiences of their communities are reflected and inform our partnerships, services and activities.
- Provide evidence and insight to help shape our marketing, corporate, and network development strategies.
- Champion the development and delivery of our carbon reduction plans.

To succeed in this role, you will be able to demonstrate:

- Experience delivering policy and research outputs to bring about tangible change.
- Understanding of the UK political and policy environment and societal trends, especially in areas such as poverty, the levelling-up agenda, and the third sector.
- Experience in research design and evaluation with a firm understanding of qualitative and quantitative research methods.
- A strong track record of building links with key influencers from a wide range of organisations, and across sectors.
- Strong communication and influencing skills, comfortable speaking and presenting to different audiences.
- Analytical skill, able to distil datasets and concepts in engaging and concise terms.
- Programme management skills, able to balance priorities and make decisions.
- A natural curiosity, able to connect information and identify trends.
- A collaborative working style, adaptable to different team styles.
- Experience and understanding of social media is desirable.



Working at In Kind Direct

Our team receive excellent training and development, and a host of staff benefits including an interest free travel loan, volunteering days, 25 days holiday each year (plus public holidays) and 7% pension scheme entitlement.

We seek to challenge discrimination and are committed to our values of kindness, togetherness, integrity and innovation. We are on an organisational journey to achieving our EDI vision and welcome any questions about our progress and aspirations. We especially welcome applications from anyone with lived experience of being on low income or working with smaller charitable organisations. We will meet all reasonable expenses and make reasonable adjustments for anyone invited to interview.

How to apply

The deadline for applying for this role is 27th June. Please read the full job description before applying and use the email subject line "Policy & Research Manager". For details of how your data as an applicant will be used and stored, please read our [Privacy Policy](#).

To apply, please send your CV, a supporting statement and a completed Equality Monitoring Form to people@inkinddirect.org - Our Monitoring form can be found on our website.