



Ten Years' Time - Senior Social Justice Consultant

Salary: £32k-£38k pro-rata (full or part-time)

Start Date: February 2022 (exact date negotiable)

Experience: 18 months+ ideal but open to less

Application Process: Please send your CV and a short note (around half a page is great, one page maximum) on what drives you and what relevant experience you have to Angela Newton - angela@tenyearstime.com by **Monday 24th January 2022** (if you are a bit late, don't stress, just let us know). Please confirm that you have the right to work in the UK, as unfortunately, we can't sponsor visa applications for this position.

Interviews: Short phone interviews will take place on the afternoon of Monday 31st January 2022 and longer second round interviews will take place on **Friday 4th February 2022**, followed by a short written assignment the following week. We will pay a stipend of £100 for anyone asked to join a second round interview.

Contract: 12 month contract

The Business

Ten Years' Time (TYT) is a philanthropy consulting firm. We help ambitious philanthropists to take big bets on new ideas that can change the world.

Our mission is simple: we inject imagination, equity and justice into philanthropy. Our model reduces the proximity between financial wealth and community wealth (knowledge).

We accompany philanthropists through a learning journey that helps them to see the world through the lens of people on the frontline of social, economic, environmental and technological harm. We support them to understand social challenges and opportunities better and then find the people, organisations, or movements with amazing solutions to these issues.

Whether the cause is climate change or economic unfairness, mental health or algorithmic bias, we work with those ready to leave the safe ideas behind and instead want to do their bit to transform failing systems.

We believe that the most transformational changes in society will come from challenging structural inequalities that create and perpetuate harm and discrimination based on race, gender, disability, sexuality, sexual identity and other characteristics.

We work with two guiding principles that we believe will lead to opportunities that are both meaningful and lasting:



1. Centring the voices of marginalised communities; and
2. Addressing structural barriers through an anti-oppression and intersectional lens.

These principles underpin TYT's core programmes:

1. **Emergent Enquiry** - a 7-8-month learning journey for philanthropists that supports imaginative and equitable grant-making through an anti-oppression and intersectional lens. It comprises workshops, deep community insight, sector mapping, meetings with experts and curriculum development.
2. **Grant Givers' Programme** - a 4-month (10 session) series of workshops, supporting people working in grant-making to use their power to advance transformational change. The programme features a mix of inspirational speakers, peer learning and networking opportunities to explore the current trends, challenges and solutions within the sector and beyond.
3. **2027 Associates Programme** - a 12-month salaried talent development programme that prepares brilliant professionals from working-class communities for decision-making roles in grant-making and impact investing organisations. 2027 is the result of a collaboration between Centre for Knowledge Equity, Charityworks, Koreo, Northern Soul Consultancy and Ten Years' Time.

The Role

We are working with several clients interested in supporting grassroots innovation, tackling racial injustice and reimagining philanthropy. We believe that philanthropic capital can play an essential role in resourcing people who experience unfair and unjust systems and use this knowledge to tackle injustice at the root and imagine new and regenerative systems.

We want social justice to be a reality. But this requires shifting philanthropic resources and practices more than ever before. We believe that the opportunity exists for philanthropy to become more creative, radical, and impactful. We are keen to support them to do this to resource the communities they exist to serve.

Ideally, we are looking for somebody who has at least eighteen months experience in a consultancy / client facing role, with significant research, writing and facilitation skills. Our ideal candidate will be able to digest complex concepts, think creatively, commit their thoughts to paper swiftly and elegantly and work well within a small team.

We are looking for someone who:

- Writes well and presents well, showing a keen eye for detail and with the ability to communicate trends, research and science in an accessible way;
- Is a keen and robust researcher who likes learning about new topics and presenting information back in digestible written documents and in-person briefings



- Is capable of getting involved in lots of projects simultaneously, has good organisational skills and can handle tight deadlines;
- Has a deep understanding of racial injustice and the range of social issues connected to structural inequality;
- Can put people and the communities that they live in at the centre of their thinking and their work;
- Has energy, enthusiasm and can work independently with guidance and support.

We don't mind what the work background of our candidates are and experience is less important than attitude. However, we welcome candidates with a background in philanthropy and / or grant-making. We value people's lived experience as much as their professional expertise in hiring for this role.

The work is hard and will involve some long days but it's deeply rewarding. For the right person this will be an amazing experience that allows them to accelerate into a space where their knowledge and insight is directly impacting how millions of pounds of philanthropic capital is spent.

The role will cover:

- **Relationship management:** Working directly with high net worth families, corporations and foundations to support them in understanding social issues and experts (from frontline workers to academics) and to facilitate knowledge exchanges;
- **Writing:** Taking notes from expert meetings, preparing briefings on individuals and topic areas and crafting Emergent Enquiry reports for clients;
- **Research:** Preparing reports on areas of interest for clients, analysing areas that are under-funded and presenting opportunities for funding for clients;
- **Facilitation:** Facilitating client meetings with leading figures from policy to academia, practitioners to scientists. There may be an opportunity to facilitate workshops on our Grant Givers' and 2027 Programmes;
- **Portfolio management:** Managing a portfolio of clients across the business.

The role may involve foreign travel but this shouldn't be expected. We currently work remotely, but we will be moving into a new office in 2022 to operate a hybrid (home-office) working model.

The role is varied and exciting, and as well as the responsibilities outlined above you will be expected to 'chip in' to all aspects of the business as we grow from a very small team to a slightly bigger one. If you have any questions about the role, please contact Derek at derek@tenyearstime.com though unfortunately we aren't able to take calls with individual candidates in advance of the applications.