

Intergenerational Fairness Practice Lead

Remote working | 3-5 days per week | £350/day | Initial contract till Dec 2022 with possibility for extension

ABOUT THE SCHOOL OF INTERNATIONAL FUTURES

We are SOIF. Practitioners in intergenerational planning, strategy and policy. Our work has a social purpose and uses foresight to unlock insights about the future. We passionately believe that strategic foresight can help build better long-term futures for all generations.

Our client base is global and spans across governments, NGOs, philanthropic organisations, civil society, communities and the private sector. Our work focuses on foresight, security & intelligence, science & technology, infrastructure, development and governance.

SOIF is a global space for continuous connection, exploration and re-imagining of the worlds we inhabit. We navigate complex systems for a simple reason – to connect all people to the power to make change for the now and for the future. There has never been a more important time for our vision of a fairer future. Our work achieves impact by:

- Supporting policy makers and business leaders to make the world fairer for future generations
- Building organisational capacity to be resilient and future ready
- Connecting and empowering change makers of the future
- Improving the quality of innovation

We are passionate about creating a fairer world and committed to building a diverse and inclusive organisation. We have an international workforce and clients and are keen to hear from applicants across different countries and sectors. We offer flexible contracts and enable our people to balance interests and caring commitments outside SOIF. We are open to flexible working and job shares.

ABOUT THE ROLE

We are celebrating our 10-year anniversary this year and are now at the stage where we are maturing as an organisation and identifying models that can scale up impact. We have developed four practises within our organisational structure that are a critical component of that growth journey: Core Futures, Learning & Transformation, Intergenerational Fairness Observatory (IGFO) and Next Generation Foresight Practitioners (NGFP).

Concerns about intergenerational fairness (IGF) underlie many of today's most urgent political debates, and we believe these questions will only intensify in coming years.

Our work on the Framework for Assessing Intergenerational Fairness and the Intergenerational Fairness Observatory are practical first steps to creating change.

Our IGF framework includes 3 dimensions: building institutions for intergenerational assessment; conducting National Dialogues for the Fair Future We Want; and running IGF assessments. It is used for scrutiny by citizen journalists and national supreme audit commissions and parliaments. It is used by civil servants and business people to improve the design of their policies and programmes. It is also being used to build broad political support for innovative, intergenerationally fair - and sometimes difficult - policies around climate change and other transformations.



You can read more about our intergenerational fairness work, including the Fairness Assessment Framework, on our [Intergenerational Fairness Observatory](#) webpage and [this blog](#) on the [Institute of Chartered Accountant's](#) website. The Fairness Assessment Framework is a tool developed with [Gulbenkian Foundation in Portugal](#) that is being applied in different ways, including as a [FutureCheck pilot](#) in the UK Parliament to scrutinise upcoming legislation (read our collaborator [APPG Future Generation's blog](#)).

WHAT WE ARE LOOKING FOR

We are looking for an ambitious and senior policy-maker to join our Senior Management Team and lead our Intergenerational Fairness Observatory (IGFO). You will support the growth of this practice and help scale up the adoption of the framework and tool by interested parties, including across governments in Europe and beyond, OECD, UN, with the investment community, mayors, and with groups of citizen journalists.

You will lead a rapidly growing IGFO team to design and deliver a wide range of international projects, including national dialogues, capability building and advocacy. You will be highly experienced and entrepreneurial with strong writing skills and the ability to build networks and tell a compelling story about impact.

RESPONSIBILITIES

The Practice Lead is responsible for setting the strategic direction of the practice, driving thought leadership, building relationships and ensuring the work of the practice delivers impact.

Responsibilities include:

<p>Setting strategic direction</p>	<ul style="list-style-type: none"> • Develop and implement a strategy that sets out practical and realistic steps to grow and build the practice, in line with organisational priorities • Develop a practice plan with objectives, organising principles and tangible KPIs • Frame and develop our thinking and expertise on intergenerational futures - including developing the product offering and building the IGF network and community
<p>Leadership</p>	<ul style="list-style-type: none"> • Champion SOIF's organisational values and work according to the principles and priorities of the organisation • Lead, motivate and empower the practice team • Ensure the right teams are in place, with the right skills and resources to deliver projects and activities within the practice • Set direction and ensure team members are supported
<p>Practice development and stakeholder engagement</p>	<ul style="list-style-type: none"> • Develop strategic relationships with key stakeholders • Build and nurture a pipeline of collaborators and clients to • Establish practice visibility and influence through thought-leadership, product development and communications • Develop and write proposals to build the practice, and as appropriate act as the principal on new projects
<p>Implement the strategy</p>	<ul style="list-style-type: none"> • Establish working practises and processes that will help the practice scale and become sustainable and autonomous • Design projects, tools and approaches that can deliver the practice's objectives • Support teams to synthesise and communicate work • Oversee the quality of work in the practice, ensuring that it delivers impact within available resources

Reporting	<ul style="list-style-type: none"> • Provide a monthly report to summarise progress, risks and opportunities • Work with the Senior Management team to review performance against collective targets
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EXPERIENCE AND SKILLS

We are looking for somebody with the following capabilities:

- **Experience of policy making at a senior level**
 - Working with ministers, government officials or advisers to persuade and influence change
 - Within a government, campaigning, advocacy or funding role - whether domestic or international
 - Understanding and experience working within the multilateral system
- **A track record of growing income and impact**
 - Experience of developing and delivering growth plans is essential
 - Able to articulate value and build relationships with funders
 - Experience in business development and bringing in funding is desirable
- **Experience of leading and motivating teams**
 - Supportive and empathic leadership style
 - Experience of keeping teams aligned and motivated in a fast-paced environment
- **Excellent engagement and communication skills**
 - Confident building relationships and growing networks
 - Skilled in writing and storytelling, able to translate research, analysis and theoretical models into compelling insights
- **Experience of thought leadership in intergenerational fairness, futures or a related field**

Application process

To apply please upload a CV and cover letter and answer each of the four questions on our jobs portal:

- How have you influenced change in a policy environment?
- Please give us an example of when you have delivered growth
- How would you go about setting up your team to deliver success?
- How you have developed effective relationships with stakeholders in previous roles

Closing date 20th March