



NUM, Basis Yorkshire and POW Nottingham Organisational Development Specialist

National Ugly Mugs (NUM), Basis Yorkshire and POW Nottingham are looking to contract someone with experience in (cross-)organisational development and partnership working to support a collaboration between three of the UK's leading sex worker support organisations.

About the role

Our three organisations are looking for an organisational developer or strategic planner to work alongside us as we look to explore formal partnerships between our services. We have identified the potential for collaboration based on shared values and complementary services in the sector based on some initial exploratory work. We now want to take this next step in developing the partnership.

This partnership development is funded by the Esmée Fairbairn Foundation.

This work is likely to involve:

- Consulting with sex workers and all three member organisations
- Identifying overlapping strengths and opportunities
- Articulating a strategic intent and joint initiatives
- Establishing a partnership agreement and business case that can be used to approach funders
- Identifying potential opportunities for income generation across the three organisations
- Identifying potential risks and developing strategies for mitigation across each organisation

Skills and attributes

- **Experience:** Experience in organisational development - particularly across organisations and/or within the third sector
- **CIPD qualified:** Membership of the CIPD or an equivalent organisation is preferred
- **Communication:** An excellent written and verbal communicator, with the ability to utilise digital tools effectively
- **Organisation and time management:** The ability to work effectively to deadlines and to manage time well within and across projects
- **Initiative:** An ability to work independently and show initiative
- **Forming relationships:** An ability to quickly form strong relationships within new teams and environments
- **Creativity:** A creative thinker, able to generate practical ideas and share these ideas effectively
- **Understanding marginalisation:** A strong understanding of the needs of stigmatised populations, and those facing multiple marginalisations

- **Lived Experience:** Experience in and from sex industries is an asset

Key information

- **Contract length:** 3 months
- **Contract start date:** 1st September 2022 (though this can be negotiated within reason)
- **Payment:** £6000 for the full contract

We expect most of the project to take place online, though in-person meetings can be arranged. NUM is based in Manchester, Basis are based in Leeds and POW is based in Nottingham.

Please submit your expression of interest or proposal by Sunday 7th August at 5pm by email to rosie@nationaluglymugs.org.

Your application should include:

- A CV
- A cover letter (up to 2 sides of A4) which details how you meet the skills and attributes required for the role, including your experience and your understanding of NUM, Basis and POW's values, such as a rights-based approach to sex work
- A preliminary SWOT analysis based on information gathered about NUM, Basis and POW through the organisations' websites and social media

Interviews will be held on Wednesday 17th or Thursday 18th August 2022.

If you have any questions or require any adjustments to the application process, please email rosie@nationaluglymugs.org.

About the partners

NUM is a UK-wide charity providing victim/survivor support and violence prevention services to sex workers, as a means to ensure greater access to justice and protection. They serve sex workers of all genders, backgrounds and modes of work.

Basis Yorkshire is an award-winning charity that was founded in 1995 and now operates across Yorkshire. It is a challenging and vibrant organisation, working with women who sex work and women and young people who are being sexually exploited.

POW Nottingham is a non-profit, voluntary organisation supporting the rights of sex workers and those at risk of being exploited. POW recognises and supports the rights of individual sex workers to self-determination. This includes the right to remain in or leave sex work. POW aims to empower our diverse community, focusing on ending violence and stigma through education, advocacy and multi-agency working.