



ramblers
at the heart of walking

Campaigns and Engagement Officer



INFORMATION FOR APPLICANTS FOR THE POST OF CAMPAIGNS AND ENGAGEMENT OFFICER

Thank you for your interest in our Campaigns and Engagement Officer role. This pack tells you more about the Ramblers, how we work, and details of the role and the people you'll be working with. It also gives information on how to apply.

The Ramblers helps everyone, everywhere, enjoy walking and protects the places we all love to walk. We are the only charity dedicated to looking after paths and green spaces, leading walks, opening up new places to explore and encouraging everyone to get outside and discover how walking boosts your health and your happiness.

Since 1935, the Ramblers have played a crucial role in:

- establishing National Parks
- establishing the first National Trail, the Pennine Way
- protecting paths and placing them on definitive maps in England and Wales
- getting access to the countryside, including the Land Reform (Scotland) Act 2003, securing ancient freedoms and the Countryside and Rights of Way Act (2000) which opened up a million hectares of countryside in England and Wales
- helping people to go walking on friendly, group walks and with our quality library of self-guided routes.

We are as relevant today as ever before. Our programmes and activities are many and varied. We provide:

- A member app which enables members to access us wherever they are
- Self-guided routes for informal walking, including free, short routes for those new to walking
- Led group walks, including free health walks for those who need a helping hand to get started
- Outings, trips away and social events for our members
- Information and education to the public on places to walk, safety and equipment
- Advocacy and campaigning for a country designed for walking
- Monitoring and inspection of the path network and rights of access
- Maintenance and upgrading of path network

Volunteers are at the heart of everything we do. Other than small staff teams in London, Edinburgh and Cardiff, all our work is carried out by volunteers. Some 20,000 work 365 days a year, rain or shine, to deliver our mission.

Our vision and strategic framework

Our vision is a country where everyone enjoys the outdoors on foot and benefits from the experience. We are focusing on three ambitions to help us make our vision a reality:

A country designed for walking

We want everything to be in place in England, Scotland and Wales so we can all enjoy the outdoors on foot and benefit from the experience. This includes great places to walk; a true right to roam and path networks that connect people with communities, history, and nature; we want to ensure the right support from government, society, public and private organisations to help us achieve this. A walking country will enable and motivate more people to walk, as a means of transport, for their health and wellbeing, to help the environment or for the sheer joy of it!

Helping everyone find their feet

Walking can take you anywhere. We want to provide the support and resources everyone needs, regardless of their age, background, fitness or mobility, to enjoy and benefit from walking outdoors. We want to help construct the national and local policies and programmes that give individuals and communities the opportunity to go out and walk, and we want to educate them about how walking can improve their health and wellbeing.

Connecting people through the Ramblers

We want to improve the health and wellbeing of the public by providing our own communities of walkers with the best possible Ramblers experience. This includes leading high quality walks, facilitating outings and holidays that help people enjoy the best walking has to offer; producing expert resources so people can safely explore the outdoors themselves and connect with nature; and providing tailored support to individuals to help them progress from the sofa to the summits or the city street to the mountain peak.

We will do all this by leading from the front. We will stand together with the outdoors community, inspire a new generation of walkers and continue to work in partnership to achieve our three ambitions.

Our governance

At the heart of everything we do are our members who support our values and deliver the vast majority of our work by volunteering their time and energy. At our annual gathering, called the General Council, these volunteers elect a Board of Trustees who strategically run the charity on their behalf. Formally we are the Ramblers Association, but we operate as the Ramblers.

Whichever nation they call home, every member who joins us is part of Ramblers Great Britain. Ramblers Scotland and Ramblers Cymru operate independently but within the Ramblers GB family. Areas in Scotland and Wales elect a national council similar to the General Council. These councils elect an executive committee who set the strategic direction and policy for our work in Scotland and Wales. Our GB strategic framework and business plan are supported by equivalent documents for Ramblers Cymru and Ramblers Scotland.

Trustees delegate responsibility for the day to day management of the charity to our Chief Executive and her team.

The team

The Ramblers GB friendly staff team comprises six directorates:

- chief executive's office – provides overall leadership to the organisation and makes sure our charity is governed effectively;
- advocacy and engagement – lobbies and advocates on behalf of walkers, campaigns to bring about change for walkers and maintains our public profile;
- operations and volunteering – helps get more people walking more often through member and non-member products and services including group walks, self-guided routes and path maintenance activities; ensures a consistent approach to the management and support of volunteers across the charity;
- membership and fundraising – works to understand the needs of our members and supporters and to recruit, retain and motivate our members so that we benefit from their loyalty, support and involvement with the charity. Also leads fundraising activities to enable the charity to remain free to deliver its charitable aims;
- data digital and technology – drives change through designing, developing & deploying data & digital capabilities for staff & volunteers and also managing our ICT provision;
- services – provides underpinning infrastructure to support the delivery of our mission, through finance, human resources, facilities and data protection.

There are also teams in Ramblers Cymru and Ramblers Scotland, reporting via their directors, to the chief executive.

As a small organisation with big ambitions, all our work is delivered in a genuinely cross-team, collaborative way. Whichever directorate you join, you will have the opportunity to contribute to delivering all aspects of our mission.

Whichever team they're in, and wherever based, our staff all have a few things in common – a passion for walking and the outdoors, a love for our volunteers, and a commitment and resilience to make ambitious plans happen in a challenging environment.

Candidate Application Information

Send us your CV and a covering letter along with the Equal Opportunities Monitoring form by 1 January 2020

Shortlisting – 2/3 January 2020

Interviews – 8 January 2020

This can be e-mailed to recruitment@ramblers.org.uk

Any applications arriving after this deadline will not be considered for shortlisting unless there are exceptional reasons.

Candidates with disabilities and special needs

Please tell us if there are any reasonable adjustments we can make to assist you in your application.

If you have a disability, which you would like us to take into account, please tell us about this when you apply. Please let us know if we can help and remember that you can request information in large print or in a different format.

Guidance for CV and cover letter submission

Please send an up to date relevant CV including contact details of two referees. Note: - we will only take up references after we make a conditional job offer. Please also complete our Equal Opportunities Monitoring form by downloading from the jobs section of our web page <http://www.ramblers.org.uk/jobs.aspx>

It is our intention to appoint the best candidate for every vacancy in accordance with our Equal Opportunities Policy. To do this fairly, within the overall recruitment process at stages throughout the process we will need all candidates to provide relevant information about themselves. This information should be based on the criteria listed in the enclosed person specification and which are regarded as essential to the job.

Providing a covering letter is the most important part of your application. It should be used to tell us how you think you meet the selection criteria listed on the knowledge, skills and expertise section of the job description. Draw particular attention to experience, skills, achievements and knowledge gained in past employment or other activities which are relevant to the job.

Ensure your covering letter is no more than 1 page long (1 side of A4)

We regret that we are unable to acknowledge receipt of applications, but please telephone the HR Department on 020 3961 3300 if you want to check yours has been received. If you do not hear from us within four weeks of the closing date, please assume that you have not been shortlisted.

Conditions of Employment

PAY

The commencing salary of this role is between £26,000 to £32,000 pa depending on experience

Cost of living increases are normally applied, subject to approval, in October each year to staff who have completed their probationary period. Salaries are paid on the 28th of each month via bank credit transfer.

We do not pay a separate allowance to homeworkers.

WORKING HOURS

The working week is currently 35 hours a week Monday to Friday. The Ramblers office is open between 8 and 6 – your actual start time will be discussed with your line manager but all staff are expected to be in the office between 10 am and 4 pm. These may be varied by agreement with your line manager. For some roles, there will be occasions when these hours are exceeded for example some weekend working or a requirement to attend evening meetings or weekend events. In such circumstances and in agreement with your line manager you may take reasonable time off in lieu. Overtime is not paid.

TRAVEL

For some roles, there is a requirement to travel across the nations and to regional offices (Cardiff and Edinburgh). There may also be, on occasion, the need for overnight stays.

Reasonable travel and hotel expenses may be reclaimed using the Ramblers expenses procedures

LEAVE

Annual leave is 25 days per year plus paid holiday on statutory and other public holidays, this is pro rated for part time staff and staff on fixed term contracts. The Ramblers' office is closed on statutory holidays and from 24 December to 01 January inclusive. The office is also closed on 23 December when that day falls on a Monday; and on 02 January when that day falls on a Friday. You do not need to take annual leave during the Christmas closure.

PENSION SCHEME

All staff will automatically be enrolled into a Group Personal Pension Scheme as part of our requirement to meet automatic enrolment legislation. According to the statutory requirements from April 2019, employees will see 5% of their earnings going to their workplace pension. In turn the Ramblers will be obliged to add a contribution that is the equivalent of 3% of your earnings.

In addition, the Ramblers currently offer a higher level of contributions at 6% of your basic salary provided employees contribute at least 5%.

PROBATIONARY PERIOD

All new employees will be required to undertake a period of probation for six months, in which time you will be expected to establish your suitability for the post. At the end of this period and subject to a satisfactory performance you will be transferred to the established staff.

THE RAMBLERS MEMBERSHIP

All staff on joining get free Membership of the Ramblers. This gives you access to hundreds of group led walks every week, Ramblers Routes online library as well as four issues of Walk magazine a year. In addition you will be entitled to a host of membership discounts and offers.

TRADE UNION MEMBERSHIP

The Ramblers recognise the Union Unite. The Union has sole consultation rights within the Ramblers for terms and conditions of employment and other matters concerning staff. The Ramblers encourages all employees to join the union.

FLEXIBLE WORKING

After 26 weeks' continuous service, the Ramblers will consider applications for flexible working arrangements.

The Ramblers will enable as many jobs to be open to job sharing as is operationally practicable.

SEASON TICKET LOANS AND CYCLE TO WORK

The Ramblers operate a season ticket loan and cycle to work scheme (available after 3 months service).

JOB PROFILE

Job Title: Campaigns and engagement officer	Responsible to: Senior campaigns and engagement officer
Department/Division: Engagement Team, Advocacy and Engagement Division	Responsible for: N/A
Contract: Permanent	Full Time (35 hours a week)
Band: 3	Location: Vauxhall, London

Purpose of Role:

To develop and deliver effective campaigns which support the Ramblers' work to help everyone, everywhere, enjoy walking and protect the places we all love to walk. This role will involve working across all Ramblers campaign areas, but the focus will be on delivering our Walking Neighbourhoods campaign.

To engage with Ramblers supporters and the wider public on campaigns, to grow our network of campaigners and support the delivery of a cross-organisation collaborative engagement strategy

To support volunteers so that the Ramblers' campaigning priorities can be delivered positively and effectively at national, regional and local levels.

Key Responsibilities:

1. Develop, deliver and project manage the Ramblers' urban campaign Walking Neighbourhoods, which aims to put walking first and allow everyone easy access to quality green spaces within a short walk of their front door.
2. Together with the senior campaigns and engagement officer, develop and deliver effective campaign strategies across the full range of Ramblers campaign priorities, in consultation with appropriate internal and external stakeholders e.g. policy & advocacy team members.
3. Provide support, development and training opportunities for volunteers to ensure maximum local reach and impact for Ramblers campaigns, and to support effective local advocacy.
4. Develop, write and deliver engaging campaign communication plans which will enable Ramblers supporters to get involved and will reach new audiences to grow the number of Ramblers campaigners.
5. Identify and develop effective and close working relationships with colleagues across the advocacy and engagement team, as well as with key influencers, stakeholders and decision makers at national, regional and local levels e.g. local authorities, councillors, MPs and partner organisations.
6. Seek to identify potential partners, alliances and funders for campaigning activity.
7. Use email, website, social media and other digital channels to engage people with Ramblers campaigns and grow the number of people who campaign with the Ramblers.

8. Develop campaign materials and resources, for example online toolkits and template letters to MPs, to enable a diverse range of audiences to engage with the Ramblers' campaigns.
9. Monitor, evaluate and report back on campaigning activity against campaign plans agreed with the Head of Brand.
10. Keep up to date on developments in subject areas where the Ramblers has active campaigns and, working with colleagues, ensure the Ramblers respond appropriately.
11. Undertake such other duties as may reasonably be required of the post holder by the Ramblers.

Decision-making

The post holder will be responsible for the development and delivery of campaign communication plans, that maximise engagement opportunities and deliver impact. They will source and develop appropriate content for campaign materials, including web, social, email, newsletters, reports, briefings and campaign packs.

The post holder will be expected to manage and prioritise their own workload, including developing and delivering plans for their area of work and cross-organisationally as necessary.

Analysis and initiative

The post holder will support the senior campaigns and engagement officer to develop effective campaign strategies. They will be responsible for staying abreast of relevant news and developments in relevant policy areas and ensuring that campaign strategies respond appropriately. They will be responsible for monitoring and evaluating engagement levels, impact of campaign tactics and communications, and responding as necessary.

Communicating

As a communications specialist, the post holder will be expected to communicate with a wide range of audiences internally and externally through a range of channels and mediums. They will be responsible for producing a diverse range of campaigns materials, and also delivering campaigns training to staff and volunteers in order to mobilise campaign support at local, regional and national levels. It is therefore essential that the post holder has excellent communication skills, both written and verbal, and is able to adapt and tailor communications for a wide range of audiences.

People

The post holder will work collaboratively with teams across the organisation, providing support, guidance and training to staff and volunteers.

Resources

The post holder may provide input to plans that have budgetary implications. They may have delegated responsibility for allocating physical resources.

Knowledge, skills and expertise (person spec)

Essential

1. Solid demonstrable experience of campaigning to influence change.
2. Experience bringing policy and advocacy campaigns to life and driving engagement.
3. A proven track record of working with and motivating a range of volunteers, delivering advice, support and training.
4. A proven ability to build effective relationships with colleagues, volunteers, supporters, partners, stakeholders, politicians and decision makers.
5. Ability to multi-task and manage time effectively, prioritising own workload.
6. A strong communicator with the ability to transform complex issues and policy approaches into simple messages and 'campaigning asks' to volunteers and the public.
7. Ability to contribute creative ideas and 'out of the box' thinking.
8. Experience of campaigning through digital channels.

Desirable:

9. Previous use of Engaging Networks e-campaigning tool,
10. Experience working on environment campaigns, including knowledge and understanding of the walking & cycling campaigning landscape.
11. Experience of bringing together and working well with a variety of disciplines, from policy, advocacy, communications and fundraising, to create engaging campaigns.
12. A good knowledge of political processes and the workings of local government, including experience lobbying opinion formers and decision makers in local or national government.

Key contacts**Internal:**

- Local campaigning volunteers
- Engagement team
- Policy and advocacy team
- Fundraising team
- Membership team
- Editor of Walk magazine
- Data, digital and technology team
- Ramblers volunteers
- Operations and volunteering team
- Ramblers Cymru team
- Ramblers Scotland team

External:

- Partner organisations
- Digital and creative agencies

Other essential requirements for the role-holder

Every member of staff is expected to show respect to their colleagues and to understand and adhere to the Ramblers dignity at work policy; they are also expected to work collaboratively and to support all the divisions with which they have contact in achieving the Ramblers' objectives.

Every member of staff is expected to follow the Ramblers' Code of Conduct which applies to all members, volunteers, trustees and staff. The code sets out the basic principles of how everyone involved in the Ramblers should work together in a spirit of mutual respect and understanding.

All duties and responsibilities must be carried out with due regard to the Ramblers Health and Safety and Equal Opportunities and all other relevant policies.

The details contained in the Job Description particularly the key responsibilities, reflect the content of the job at the date the job description was prepared. It is inevitable that over time the nature of individual jobs will change; existing duties may be lost and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently, Ramblers will expect to revise this job description from time to time and will consult with the post holder at the appropriate time.