



Vacancy	Director of Research and Delivery (Consultant)
Salary	£30,000
Location	Hybrid
Contract Type	Consultant Contract (12 months)
Commitment	2 days a week
Reports	Managing Director
Who are we?	The Anti-Tribalism Movement is a non-profit organisation committed to tackling tribalism and promoting fairer and more equitable societies. With over 14 years' experience of providing advocacy, support, and specialist services to tackle inequalities and promote fairer societies.

Director of Research and Delivery (Consultant)

This role is for the Director of research and Delivery to deliver tangible systemic policy change that will secure assets in perpetuity under the ownership and stewardship of black and minoritised communities in RBKC.

In RBKC, there are very few assets owned and managed by black and minority groups. The position will address this deficiency by addressing the shortage of accessible, truly affordable enterprise, community, and cultural spaces. This postholder will collaborate with local charities, RBKC, funders, stakeholders, associations, and local community leaders to influence policies that support racial, social, and economic justice for marginalized communities to own and steward community assets.

Community Asset Transfer (CAT) is a voluntary process that allows a community organisation to take over the management or ownership of public

land and buildings from a local authority for less than market value to have long-term social, economic, and environmental benefits for the local community.

ATM believes that asset transfer to BAME organisations will help them escape poverty, create true wealth, make them sustainable, create more affordable community spaces, and increase organisations' reach and depth to have a positive impact on their beneficiaries.

Project Deliverables

1. **Data gathering and analysis:** Prepare a detailed report about asset authorities' asset disposals over the past ten years.
2. **Evaluation of Affordable Workspace Providers:** Analyse the diversity of the organisations on the listings of affordable workspace providers.
3. **Engagement with RBKC:** Through targeted advocacy efforts, engage with RBKC to increase inclusion and diversity in their asset allocation process.
4. **Minority-led asset leaders:** Form a network of local advocates to serve as a platform for sharing resources, exchanging knowledge, and collectively advocating for equitable access to assets.

Delivery Plan

Project Phase	Activity Description	Start Date	End Date	Person responsible
Project Planning	Project Director Recruitment	Nov 24	Dec 24	ATM Director
	Introduction and contract	Dec 25	Dec 25	ATM Director
	Project kick-off meeting	Jan 2025	Jan 2025	ATM Director, Project Director
	Team/Stakeholder discussions	Jan 2025	Feb 25	Project Director
Activities Delivery	Data collection	Feb 2025	Mar 25	Project Director
	Research presentation and stakeholder meetings,	Apr 25	Apr 25	Project Director
	Coalition Creation	May 25	July 25	Project Director
Engagement with RBKC	Meetings, discussions and engagement with RBKC	July 25	Sept 25	Project Director
	Outcome community presentations	Sept 25	Oct 25	Project Director
Future Plans	Minority-led asset leaders future plans	Oct 25	Nov 25	Project Director
	Apply Continuation Grant	Nov 25	Nov 25	Project Director
	M&E report	Dec 25	Dec 25	Project Director

We are seeking highly motivated consultants with extensive skills, experience, and knowledge to deliver this project.

Experiences	Number of Years
Advocacy and policy development	10
Leadership experience on promoting diversity, inclusion, and equality of opportunity.	
Research production	10
Strategy development- Process design and adoption	
Coalition building or organisations network building	8
Financial management and reporting to external funders.	10
Skills	
Strong interpersonal skills and the ability to develop effective relationships with stakeholders across borough.	10
Research skills- data analysis, data collections, freedom of information request etc.	8
Proven project management and organisational skills	10
Excellent written and verbal communication skills with the ability to influence and challenge effectively.	10
Advocacy tools and system development	8
Knowledge	
In depth of knowledge of inequalities faced BAME organisations	
Community asset transfers	
Monitoring, evaluation and learning	

To apply for this role, please send us no more than 4 pages of a detailed proposal setting out your skills, experience, and knowledge to deliver this project by the **22nd of November 2024**. Please use info@theatm.org to send your proposal.