

# Senior Policy Manager

## Applicant information pack



**We are**

**1,400**

different food bank locations

**40,000**

volunteers in our network

**12,000**

churches supporting us

**100,000+**

community groups and schools and millions of  
people across the UK ready to take action

**And together,  
we are Trussell.**

# Introducing Trussell

**Our vision is for a UK without the need for food banks or put another way, we exist so everyone can be free from hunger.**

We're an anti-poverty charity and community of food banks. We work together to ensure no one in the UK needs a food bank to survive, while providing food and practical support to people left without enough money to live on.



## Our mission

We exist so that everyone in the UK can be free from hunger. We work together to ensure no one needs a food bank to survive. Until that happens, we will continue to stand alongside people facing hardship, providing emergency food and practical support to people left without enough money to live on.

## Our values

Our values underpin everything we do. Hunger and poverty are not inevitable, and we all have a responsibility to take action.



### Compassion

This motivates us to stand alongside people facing hardship and provide support and care for individuals.



### Justice

This drives us to insist that it is not right that somebody should experience hunger or poverty, and take action to change this.



### Community

As people, we are all interconnected, and because of this we have a responsibility to support one another.



### Dignity

We recognise the value of every individual, prioritising other people's needs and concerns in the spirit of friendship.



## Ending hunger together

Last year, our community of food banks distributed 3.1 million emergency food parcels – the most ever in a single year.

People need food banks when they don't have enough money to afford the basics forcing impossible decisions like whether to heat their home or put food on the table, or whether to go without toiletries like shampoo, toilet roll or tampons.

Hunger in the UK isn't about food – it's about income.

We need urgent action on hunger in the UK. People are being pushed to the brink because they don't have enough money to live on. This can't go on. We refuse to stand by while so many of us can't afford to eat, keep warm and pay the bills.

## How will we end the need for food banks?

Food banks are a vital lifeline for so many people facing hardship, but in a just and compassionate society, no one should need one.

Not so long ago, food banks were not needed to the extent they are today. Our social security system was created 80 years ago to protect people from hunger and hardship, and for decades after, people were a lot less likely to need a charity's help for the essentials. So we know things can be better.

We know what's pushing people to food banks and we know the building blocks needed to end hunger for good.



# The role

**Programme:** Making Social Security Work

**Responsible to:** Head of Policy

**Responsible for:** Policy Manager x2, Senior Policy Officer, Policy Officer

**Hours:** Full-time (35 hours per week)

**Salary:** £59,406.06 per annum plus benefits

**Based:** Based from home, London or Salisbury – travel around the UK as necessary including attendance at staff conferences, 121s and team away days

## Role outline and purpose

The Senior Policy Manager will be accountable for overseeing policy development and supporting influencing activity to advance the goals of the Making Social Security Work programme. The role will plan and lead policy development and support influencing activities, providing in-depth expertise across the programme.

This role is part of Trussell's Making Social Security Work programme, the goal of which is to ensure that social security and employment support are accessible, well-designed and sufficiently funded in order to prevent people experiencing hunger and hardship, and that the UK public view social security as an asset to society. This role is focused on the successful delivery of the overall programme outcomes, contributing to the fulfilment of our long term vision of a UK without the need for food banks.

## Responsibilities

- Lead policy development to achieve the goals of the Making Social Security Work programme.
- Establish and maintain momentum in policy development across the programme, ensuring the creation of credible proposals and building a strong case for policymakers to implement asks.
- Work collaboratively with key internal and external stakeholders from the sector and among policymakers to shape and deliver programme's policy strategy .
- Support with wider strategic development as part of Trussell's policy and influencing strategy, including working with colleagues to align policy development and asks within the programme across the UK nations and regions.
- Provide advice and line management, including regular 1:1s and assessment against objectives, and identify development needs.

# Person specifications

## Technical skills and minimum knowledge

- Significant track record of successfully developing policy solutions and influencing politicians and/or key decision-makers to achieve policy change
- Strong communication skills (written and oral) with impact and for a range of audiences
- Experience of providing strategic input to support senior leadership
- Experience of line managing, including dealing with performance issues and supporting team development
- Self-sufficient use of I.T., including proficiency in Word, Excel, PowerPoint, and experience in project management processes and software

## Behaviours and competencies

- Works collaboratively, managing challenges in a constructive manner
- Balances competing priorities and work to tight deadlines
- Demonstrates a dedication to the values of Trussell
- Demonstrates empathy for people from disadvantaged, marginalised or socially- excluded backgrounds
- Role models inclusive behaviour, values and leadership

Committed to being a  
**menopause friendly**  
employer



**PROUD**  
to display  
the **BADGE**



If you have questions about this position, please call  
01722 580 180 or email [recruitment@trussell.org.uk](mailto:recruitment@trussell.org.uk).

**[trussell.org.uk/jobs](https://trussell.org.uk/jobs)**

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