Dear Applicant,

**Digital Media and Monitoring Coordinator, EAPPI UK & Ireland**

Thank you for your interest in the above post.

The job information pack contains the following information:

* The job description and person specification
* Standard application form
* Background information
* Equality opportunities statement

If you would like to apply for the post, please download, complete and return the application form. You must ensure that you address all the criteria set out in the person specification for the post.

The personal information that you have supplied will only be used for recruitment and selection purposes. You should refer to the Privacy Notice on our website, which sets out how BYM will deal with the personal and sensitive data you have provided in your application form and supporting information.

We would be grateful if you could also complete the Equality and Diversity Monitoring Form. The principles of equality and diversity are important to Quakers in Britain in all aspects of its work. The information you provide will help us to monitor and refine our employment practice and respond to the needs of the diverse range of people that our organisation comes in to contact with. The personal data provided will be kept securely by HR and will not be shared with any member of the selection panel.

Please ensure that we receive your completed application in our office by the closing date. We do not accept CVs as an application for posts, but you can attach your CV to the application form if you wish. You should email your completed application to [quakeremploy@quaker.org.uk](mailto:quakeremploy@quaker.org.uk) The closing date for receipt of application forms is **9am, Monday 28 June 2018**. Interviews will take place on **Wednesday 27 June 2018**.

We do not send individual acknowledgement of applications due to the high volume of applications we receive, and we only contact candidates who have been shortlisted for an interview. If you do not hear from us within two weeks of the closing date, your application has not been successful on this occasion. Your application form and supporting details will be kept as legally required for six months in case of a dispute, and thereafter will be destroyed.

Thank you for your interest in the post, I look forward to receiving your application.

Yours faithfully

**HR Advisor**



Britain Yearly Meeting   
of the Religious   
Society of Friends

**JOB DESCRIPTION**

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| **JOB TITLE:** Digital media and monitoring coordinator,  EAPPI UK and Ireland  **REPORTING TO**: Programme Manager, Middle East  **DEPARTMENT**: Quaker Peace & Social Witness (QPSW)  **DATE**: May 2018 |

**Job purpose**

To manage the social media strategies and monitor and evaluate the overall advocacy of the UK and Ireland work of the Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI), which QPSW manages on behalf of ecumenical partners in Britain and Ireland.

More information about EAPPI and the role of Ecumenical Accompaniers (EAs) can be found at [www.quaker.org.uk/eappi](http://www.quaker.org.uk/eappi).

1. **Key accountabilities and main tasks**:

The postholder will work closely with the Programme Managers, the Advocacy Research Officer who leads on the advocacy work of the programme, and other colleagues. They will:

* Develop the social media strategy for the programme
* Manage the programme social media accounts
* Improve the reach and effectiveness of programme social media by training staff and volunteers
* Develop social media guidelines for staff in line with wider organisational standards
* Assessing the current and upcoming trends in social media for the programme
* Implement a monitoring and evaluation model in conjunction with programme staff and a major funding partner
* Monitor advocacy outcomes of the programme throughout the year, review and suggest changes to increase programme effectiveness
* Participate in the drafting, validation and analysis of outcomes
* Disseminate this model of working to other staff and volunteers
* Contribute to the shared spiritual and professional life of the department and the organisation.

**2. Intellectual demands**

* Investigating and identifying the advocacy outcomes of the programme
* Digesting and retaining large amounts of rapidly changing, complex factual or sensitive information
* Analysing and interpreting the significance of advocacy outcomes
* Adapting strategies to increase effectiveness in a rapidly changing environment
* Maintaining the programme’s stance of principled impartiality and helping others see the importance of it ([www.quaker.org.uk/eappi](http://www.quaker.org.uk/eappi)).

**3. Judgements**

In a team with high workloads, the postholder needs to work largely on their own initiative and may need to respond unsupervised to a new issue. Broad decisions are reached by team consensus, with the detail being applied day-to-day by team members.

* Decisions about the timing and content of social media work require acute awareness of the political sensitivities of the work
* Decisions affecting deadlines, schedules, communications and task priority are made on a daily basis, incorporating sudden changes in priorities as needed
* The postholder will work with a major funder and will hold a key role in the relationship
* The postholder evaluates the effectiveness of the tasks they undertake in order to improve our practice
* The postholder records and updates programme procedures as part of the evaluation process.

The post is guided by well-defined organisational policies, procedures and codes of conduct.

**4. Use of resources**

* No budgetary responsibilities. The postholder will be expected to contribute to monitoring cost-effectiveness and good use of resources.

**5. Communications**

**Internal**: (35%)

Primary and daily communications are with the Programme Managers, the Advocacy Research Officer and the Programme Coordinators. Other communication of weekly frequency would involve working with IT technical staff, Human Resources staff, hospitality staff and Quaker communications staff. At an operational level, communication is ongoing and frequent and may be face-to-face, by phone or by email.

**External**: (65%)

A major part of this role is to develop the activity and reach of social media for advocacy purposes. This will require the involvement of EAs, partners, the general public and staff. T

To evaluate this work, evidence will be collected from Israeli and Palestinian partners with whom the evaluation process will be shared. There will also be external communications with those contributing evidence in the evaluative process.This involves national and international conference phone calls and Skype calls.

**Physical demands and coordination**

* High use of Visual Display Units.

**Working conditions and emotional demands**

* The postholder hears and reads about violence towards and humiliation of adults and children on a daily basis.
* The postholder works in an open plan office.
* The role may require infrequent intercontinental travel (not more than once every couple of years).

**Other responsibilities**

* Responsiblility for ensuring that Britain Yearly Meeting’s Equal Opportunities Policy is adhered to in all aspects of the role
* Responsiblility for ensuring that Britain Yearly Meeting’s Health & Safety Policy is adhered to at all times
* Responsiblity for ensuring that Britain Yearly Meeting’s commitment to sustainability is adhered to in all aspects of the role
* To undertake duties and responsibilities commensurate with the post
* The postholder may be expected to work on occasional evening or weekends (several times a year). Time off in lieu (TOIL) can be taken for work outside normal office hours, in agreement with the line manager.

**PERSON SPECIFICATION**

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| **Job title: Digital media and monitoring coordinator,**  **EAPPI UK and Ireland**  **Department QPSW**  **Contract Part-time 3 days per week. 4 year contract**  **Date: May 2018** |

**ESSENTIAL KNOWLEDGE**

* Knowledge of and sympathy with Quaker values and the work of the EAPPI programme
* Knowledge of the Israeli-Palestinian conflict, including the rights of civilians in conflict zones.

**ESSENTIAL QUALIFICATIONS**

* Good general education at degree level, or equivalent. Or good general education at A-level coupled with five years’ relevant work experience.

**ESSENTIAL EXPERIENCE**

* Experience of planning, overseeing and implementing the social media activity of a programme or project
* Experience of monitoring and evaluating an advocacy-based programme or project, including the collection and analysis of evidence
* Experience of supporting and collaborating with colleagues, volunteers and partners
* Experience of carrying out social justice or peace campaigning and advocacy.

**ESSENTIAL SKILLS**

* Ability to monitor, report and develop the social media activity of a programme working in a politically sensitive arena
* Excellent interpersonal skills with a proven ability to work with and support a broad range of people with differing levels of knowledge and experience
* The ability to research, analyse, summarise and edit written information
* The ability to articulate complex ideas and describe the work to those who disagree
* Excellent IT skills, including using databases, spreadsheets, online and social media skills.

**DESIRABLES**

* Knowledge of ecumenical bodies and faith communities in the UK and Ireland
* Knowledge of the existing social media landscape regarding Israel and Palestine.

**Equality Monitoring Form**

**Policy**

Britain Yearly Meeting is a Quaker organisation and seeks to live up to the Quaker Testimony to Equality in its employment practices. It is our policy to ensure that no job application or employee receives less favourable treatment on the grounds of race, age, colour, ethnicity or national origin, religious beliefs, sex, transgender, sexual orientation, disability, marital or civil partnership status, political beliefs, membership or non- membership of a trade union or any other factor irrelevant to the selection process. Selection procedures are reviewed to ensure that individuals are selected, promoted and otherwise treated on the basis of their relevant skills and abilities.

**Monitoring**

In order to ensure the continued development of this policy, all applicants are asked to complete the details below. This information will be solely used for monitoring purposes and will be treated as confidential and will be separated from your application form on receipt and before any consideration of candidates takes place.

|  |  |
| --- | --- |
| **Post applied for** |  |
| **Name** |  |
| **Sex** |  |
| **Date of Birth** |  |

|  |  |
| --- | --- |
| **Please place an X next to the description which you feel is the most appropriate of your ethnic origin (please choose ONE section from A to F).** | |
| **A White** | **B Mixed** |
| British  Irish  Other (please indicate)  Prefer not to say | White and Black Caribbean  White and Black African  White and Asian  Other (please indicate)  Prefer not to say |
| **C Asian or Asian British** | **D Black or Black British** |
| Indian  Pakistani  Bangladeshi  Other (please indicate)  Prefer not to say | Caribbean  African  Other (please indicate)  Prefer not to say |
| **E Chinese** | **F Any other Background** |
| Chinese  Other (please indicate)  Prefer not to say | Any other background  Other (please indicate)  Prefer not to say |
| **How would you describe your sexual orientation? Please place an X next to the description you feel is the most appropriate. Do you identify as:** | |
| Bisexual |  |
| Gay Man |  |
| Gay/Lesbian Woman |  |
| Hetrosexual/Straight |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Which of the following, if any, is your religion. Please place an X next to the description you feel is the most appropriate.** | |
| Atheist |  |
| Baha’i |  |
| Buddhist |  |
| Christian |  |
| Hindu |  |
| Jains |  |
| Jewish |  |
| Muslim |  |
| Parsi |  |
| Rastafarian |  |
| Sikh |  |
| No religion |  |
| Prefer not to say |  |
| Other (please state) |  |

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| --- | --- |
| **Do you consider yourself to have a disability?** | |
| Yes |  |
| No |  |
| If yes, please state |  |

**Guidance Notes**

**PLEASE READ THESE NOTES BEFORE COMPLETING THE APPLICATION FORM**

These notes have been designed to assist you by providing information about BYM’s recruitment process.

**Preparation**

You should spend time reviewing your skills, achievements and experience, identifying those that are relevant to the job.

**Making your Application**

**Job Details**

You should read the job description, person specification, advert and any background information so you know what the job involves. Think about why you are interested working for the Religious Society of Friends (Quakers in Britain), the post and how your knowledge, skills and experience (paid or non-paid) would enable you to be effective in the role.

**Supporting Statement**

You should write a supporting statement setting out the reasons why you think you are suitable for the post. **You must address each item on the person specification.**  You should highlight the experience, skills, achievements that you would bring to the post including, those that you have gained through previous employment, voluntary work or any other relevant experience.

**Accuracy of Information**

The information that you provide to the Religious Society of Friends, both on your application form and at interview must be accurate. If we discover that any information provided is inaccurate, an offer of employment may be withdrawn. Where an appointment has been made, we may take disciplinary action up to and including dismissal.

**Data Protection**

You should be aware that information contained in or derived from your application may be retained in both manual and computerised form for the purpose of recruitment administration, the production of depersonalised statistical data relevant to recruitment or equality issues and on appointment, personnel, payroll and pensions administration.

If your application is unsuccessful your application form will be retained for a maximum period of six-months.

We will not share your information with any other organisation unless required to do so by law.

**Completed applications**

Completed applications should be emailed by the stated closing date to: [quakeremploy@quaker.org.uk](mailto:quakeremploy@quaker.org.uk)

**Equality & Diversity**

**QUAKER FAITH & PRACTICE 23.36**

'At the Centre of Friends’ religious experience is the repeatedly and consistently expressed belief in the fundamental equality of all members of the human race. Our common humanity transcends our differences...We aspire not to say or to do anything or condone any statements or actions which imply lack of respect for the humanity of any person.' (Meeting for Sufferings, 1988)

The Religious Society of Friends (Quakers) is committed to equality. In order to monitor our commitment to equality we ask applicants for posts to complete our equality monitoring form. The information provided is treated in the strictest confidence and is detached prior to shortlisting. The forms are retained by HR and the panel do not have sight of them.

**Appointment Process**

After the closing date is passed, the recruiting manager and the interview panel shortlist applicants who demonstrated that they meet the essential criteria set out in the person specification. Only candidates shortlisted are invited for interview. If you do not hear from us within two weeks of the closing date your application has been unsuccessful.

Normally applications received after the closing date are not considered

**Interview**

If you are shortlisted for interview you will be invited to a selection process. All interviews are conducted by a panel of two or more including the recruiting manager. If there are any special arrangements associated with the selection process e.g. tests or presentations, you will be informed accordingly.

**Disability**

If you are an applicant with a disability and have any specific needs, adjustments that you would like us to make or queries please contact HR on 020 7663 1111/1110.

**Interview Outcome**

If you are invited to attend an interview/and or selection process you will be informed either verbally or in writing of the outcome. The successful candidate will have the decision confirmed in writing as an offer of employment. The unsuccessful candidate is offered the opportunity for feedback.

**References**

On the application form you are asked to provide us with the details of three referees, one of which must be from your most recent employer. If you were a student one of your referees should be from a tutor. We only contact referees with your permission after an offer of employment has been made.

All offers of employment are conditional upon the receipt of references that are satisfactory to BYM, verification of right to work in the UK, medical health clearance, and where applicable verification of qualifications and Disclosure and Barring Service.

**Right to Work in the UK**

Under Immigration Act 2014, employers must ensure that any prospective employee is legally entitled to live and work in the UK. If you are offered employment by the Religious Society of Friends (Quakers) you will be required to produce an official document confirming that you are entitled to live and work in the UK, e.g. passport; full birth certificate and official document confirming your name and national insurance number; or a passport/travel document/letter from the Home Office.

**Queries**

If you require further information or wish to raise any matters with regard the appointment process, please contact HR on 020 7663 1111/1110.

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**Complaints**

Applicants for posts within the Religious Society of Friends (Quakers) have the right to complain if they feel they have been unfairly treated or discriminated against during the recruitment process. If you feel that this is the case you should contact Ric Moore, Head of HR & Training, on 020 7663 1111 (direct line) or by email: [ricm@quaker.org.uk](mailto:ricm@quaker.org.uk)

**Working for Quakers in Britain**

Britain Yearly Meeting, is a national charity employing around 180 people. Its purpose is to work for, with and on behalf of Quakers in Britain.

**About our organisation**

Quakers is the name often used for the Religious Society of Friends. Although we have our roots in Christianity, we also find meaning and value in the teachings and insights of other faiths and traditions.

In Britain there are about 20,000 Quakers. We have 500 local Quaker Meetings, grouped into 72 'area meeting' charities. All these charities are affiliated to Britain Yearly Meeting (BYM).

Britain Yearly Meeting (BYM) is a charity, formally known as 'Britain Yearly Meeting of the Religious Society of Friends'. The trustees are appointed by and accountable to British Quakers; and because this work is done for and on behalf of Quakers from the whole of Britain, the work we do is known as ‘centrally-managed work’.

**A Quaker workplace**

We aim for our workplace to be consistent with Quaker values - broadly the same as most well-run progressive organisations. For example:

* We expect staff to respect each person regardless of age, race, religion, gender, transgender status, sex, sexual orientation, disability, marital or civil partnership status
* We avoid unjustifiable and unlawful discrimination in our employment practices
* We follow good employment practice, with clear and supportive line management
* We have a 1:4 ratio between the lowest and highest salaries
* We aim to be open and honest in all our work
* We avoid titles such as ‘Mrs.’ or ‘Mr’.

Very few jobs with BYM are restricted to Quakers, although about 1/3 of the staff are Quakers or linked to Quakers in some way.

**About Quakers**

The Quaker way is based on silent worship, as a way to help people connect directly to God. Quakerism began in Britain in the 17th Century. Its roots are in radical Christianity, although today not all Quakers call themselves Christian.

Quakers share a way of life rather than a set of beliefs. We seek to experience God directly, within ourselves and in our relationships with others and the world around us.

Quakers are ordinary people, who try to live their values they can. This leads many Quakers to work for a better world. Values that are important to us include truth and integrity; simplicity; equality; peace; and sustainability.

You do not need to be a Quaker to worship with us at one of our meetings.

You can find out more:

• From our website - www.quaker.org.uk

• By reading `Advice and Queries’ which is an introduction to Quaker belief (<http://qfp.quaker.org.uk/>)

• By visiting the Quaker Centre at Friends House, which has leaflets and books, and volunteers who can answer questions

• Or ask for a free information pack – [www.quaker.org.uk/more-information](http://www.quaker.org.uk/more-information)