



International
Longevity Centre UK

Head of Projects

Recruitment pack



Head of Projects

The ongoing COVID-19 pandemic has resurfaced a young vs old narrative. Yet in an ageing world we need to ensure that society works for all.

ILC is an influential, independent and politically neutral global think tank.

We work with some of the biggest companies and charities in the UK and across the world.

We organise events attended by Government Ministers, members of the Royal Family and CEOs.

We deliver 20-30 projects per year, some small, some big, some UK focussed, some global.

ILC is looking for an experienced project manager to help us deliver a society that works for everyone, regardless of their age. We want someone who can help organise our work and keep us on track. We are looking for someone who will:

- Manage projects, systems and processes across the charity;
- Influence people internally and externally to ensure projects are timely and of an excellent quality; and
- Play a leading role in developing the organisation as part of our Senior Management Team.

This is a critical role, working across the organisation to maintain our reputation for quality whilst also ensuring that the work we do is relevant to and influences Government, academia, business and the voluntary sector.

This is an exciting time to join ILC as we explore and articulate the impact of longevity on society and consider what happens next.

Who are we?

The ILC is the UK's specialist think tank on the impact of longevity on society.

That doesn't mean we're just about protecting the interests of older people. It doesn't mean we're just about promoting their needs. And it doesn't mean we're just about prioritising their requirements.

Because the impact of longevity on society isn't just about older people: it will impact everyone.

We know the implications of demographics, today and tomorrow.

- We know that every girl born today will have a one in three chance of living until she's 100.
- We know that when she starts work, she will need to save at least 20% of her earnings every year in order to afford a comfortable retirement.
- We know that if she wants to buy her own home, she'll probably need to wait until she's over 35, in a relationship and working full time.

And that is where we come in.

We believe society has to adapt now so we can all enjoy the benefits of longevity, and we want a society that works for everyone, regardless of their age.

We were established in 1997 as one of the members of the [International Longevity Centre Global Alliance](#), an international network on longevity.

We're independent and politically neutral, so we can say the things about our future society that others can't. We know that society is ageing. We know the numbers. We know the challenges. What happens next will define us for generations.

We work with central government, local government, the private sector, the charity sector, and professional and academic associations to provoke conversations and pioneer solutions for a society where everyone can thrive, regardless of age.

Since our inception, we have published over 250 reports and organised over 300 events, including the annual [Future of Ageing conferences](#).

We are a small team, headed by [Baroness Sally Greengross](#) as Chief Executive. More information about our team and their expertise is available on our [website](#).

We are governed by a board of 12 dedicated Trustees, chaired by Professor Martin Green OBE, and including a former MP, the founder of Forster Communications, a former Government Actuary, and former editor of Women's Weekly. The full list of our Board of Trustees, along with their biographies, is available on our [website](#).

We make a difference

We want you to help us provoke conversations and discussions about the impact of longevity on society, and what happens next.

Over the last decade we:

- Convinced G20 Ministers to put greater focus on the prevention of ill health.
- Convinced Government and employers to engage with mid-life health and wellbeing checks and introduce older apprentices.
- Got the mortgage industry to end the practice of upper age limits for home loans.

- Produced research that was used by both the SNP and HM Treasury in the lead-up to the vote on Scottish independence.
- Helped employers prepare for an ageing workforce and develop age-friendly standards and practices.
- Highlighted the power of music for people with dementia.
- Began the conversation about downsizing and under-occupancy back in 2007.

We have changed the media narrative around people having to work until they drop: now, it's a more nuanced debate about fuller working lives and how this benefits us all. We created the first LGBT intergenerational project in the world, which has inspired others around the world. We made it possible for people with dementia to have relationships in care homes, producing a best practice guide for carers.

Job description

Job Title	Head of Projects
Purpose	Work across the whole team to support smooth delivery of ILC projects
Reports to	Director
Direct reports	1 to 3 members of the team
Hours	28 or 35 hours per week

Making us more efficient and effective

- 1.** Introduce and manage systems and processes for project management across the charity.
- 2.** Maintain an oversight on all ILC projects and support the team to deliver effective projects.
- 3.** Set and ensure internal project deadlines are met.

Project managing

- 4.** Work with the Global Policy and Influencing Manager and Events Coordinator to ensure events are well planned and run smoothly (Future of Ageing; Webinars; Face to Face events)
- 5.** Support the team to ensure delivery of ILC projects, in particular major initiatives such as our "Prevention in an ageing world" programme.
- 6.** Work with the Head of Partnerships to ensure Funders and Partners are kept engaged and informed on progress with projects

Understanding and reporting impact

- 7.** Develop and implement a simple "Rag rating" project reporting system for presentation to our trustees.
- 8.** Produce the "project update" for our trustee meeting.
- 9.** Work with the Head of Partnerships to report success of project to funders and potential funders.

Making friends and influencing people

- 10.** Monitor delivery of team in relation to contracted hours on projects.
- 11.** Develop and manage systems to ensure events, external relations and research colleagues work well together and are aware of interdependencies.
- 12.** Line manage a small number of members of staff.
- 13.** Work with finance colleagues to ensure the good financial management of projects.

Helping us grow and develop

- 14.** Work as part of the senior management team on projects to help develop the organisation (e.g. process to link organisational objectives to KPIs to individual objectives; website review)

15. Support the Head of Operations to project manage organisational development projects

Ensuring delivery of final “products”

16. Co-ordinate and edit final reports.
17. Act as “brand champion” across the charity and proof materials to ensure consistency with brand.
18. Act as main liaison for our outsourced designer and manage external consultants and external copy editor as necessary.

Person specification

Essential

1. A strong track record of delivering high quality and impactful projects.
2. Excellent written and oral communication skills, with the ability to construct compelling narratives.
3. Exceptional attention to detail.
4. Strong organisational and IT skills (we use Microsoft 365, MS Teams, MS Dynamics)
5. Strong project management skills.
6. Good interpersonal skills and proven ability to support internal and external colleagues to deliver quality outputs on time.
7. Experience of managing multiple complex programmes, and juggling priorities.
8. Excellent people management skills, with experience of managing small but highly effective teams, recruiting and developing talented people and working with freelancers and contractors.
9. The ability to think, plan and act strategically and make decisions.
10. Experience of liaising with and working with funders of projects.

Desirable

11. Political nous and an understanding of policy-making processes
12. An interest in public policy and/or ageing and longevity issues.
13. Experience of developing successful funding bids and sponsorship proposals.
14. Intellectual curiosity, the ability to think creatively

Post information

The ILC envisages this post to be 4 days a week but we are happy to consider all requests for flexible working, as well as secondments or permanent placements.

Location

Normal place of work will be at the ILC's offices in Vauxhall in London. Due to the pandemic, most staff are working predominantly from home at the moment.

Hours

4 to 5 days a week, 28-35 hours (we welcome applications from candidates wishing to work flexibly)

Salary

£45,000 per annum pro rata

Start date

January 2021

How to apply

Complete your personal details [here](#) and attach a (maximum) one-page covering letter and a (maximum) two-page CV.

Applications that are not accompanied by a covering letter and/or CV will not be considered.

Your covering letter should be addressed to the Director and should encompass why you want to work for ILC, your expertise and experience for the post, as well as your enthusiasm for working for a small impactful think tank.

If selected for an interview, you will be asked to produce a short sample of your written work as part of the interview process.

Application deadline

8am, Monday 7 December 2020

Interview date

Interviews will be held on Monday 14 December 2020

We will review all applications after the closing date. Applications received after this time and date will be considered at the discretion of the organisation.

Equal opportunities

We are an equal opportunities employer and welcome applications from all sections of the community.

Shortlisted candidates

If your application is shortlisted for interview, you will be contacted by a member of ILC to arrange an interview time on the specified interview date above. If you are unable to attend an interview on the specified day, we may be able to arrange an interview at another time, however this cannot be guaranteed.

Shortlisted applicants will be asked to provide evidence of their eligibility to work in the UK.

Unsuccessful candidates

We endeavour to respond to all candidates. However, as we are a small team, we may be unable to respond to unsuccessful candidates if we have received a high volume of applications. Unfortunately, we are unable to offer feedback to candidates who are not shortlisted.

Work for us

Some of the staff benefits we have in place at the moment include:

Holiday entitlement

ILC employees are entitled to 25 days annual leave per year (pro rata), plus normal bank and public holidays. The ILC holiday year runs from 1 April YYYY to 31 March YYYY and is accrued on a daily basis.

Birthday annual leave

Employees are entitled to take their birthday as annual leave in addition to their normal holiday entitlement. This leave must be taken within five working days of a staff member's birthday and cannot be accrued.

Working from home

At ILC we like to be flexible, especially under the current coronavirus pandemic circumstances. Staff are invited to work in the office or from home, as they feel comfortable, and we are well set-up to maintain internal communications through Microsoft Teams.

Flexible working

It is ILC's policy to try to be flexible on working patterns for all employees.

Time off in lieu

From time to time, staff will be expected to work additional hours or at the weekend, for example, during busy periods or to meet research deadlines. In cases such as these, staff may be eligible for time off in lieu.

Training and staff progression

Staff are encouraged throughout their time in the organisation to discuss internal opportunities and any additional training they may wish to undertake. In addition to this, we hold formal appraisals in February each year and quarterly reviews throughout the rest of the year. We give all staff, permanent and temporary, the space and guidance to grow and develop their careers and skills.

Family leave

We are supportive of employees with children through the provision of maternity, paternity, adoptive parents' leave and shared parental leave. We offer an enhanced maternity package to employees with at least three years continuous service.

Loans

Staff with a contract of employment of 12 months or more are eligible to apply for an annual interest-free season ticket loan or a bike loan.

What it's like to work at ILC

"As Head of Operations, I am part of our small senior management team and work closely with the ILC Board of Trustees.

My role is diverse and exciting. I've arranged events in the Houses of Parliament, Downing Street and the Science Museum, along with smaller more intimate dinners, breakfasts and lunches. I attend meetings with funders and stakeholders at all levels and have had opportunities to travel from early in my employment with ILC.

In my seven years at ILC I have been promoted a number of times, from Office and Events Assistant to Coordinator, Manager and now Head of Operations. The organisation has always given staff, both permanent and temporary, opportunities to grow and learn. We are encouraged to attend external events and courses and I am often nudged out of my comfort zone, which, although daunting from time to time, is exactly what I need.

As a trained actor, I took on various temping roles throughout my acting career, so joining ILC as a permanent member of the team was a big leap for me, and one that I am so pleased I took.

The organisation and the team have always been so supportive, providing guidance and encouragement throughout. We have such a dedicated team who are passionate about the work we do that one can't help but be influenced by this. I also received an incredibly warm welcome back in 2017 after 10 months of maternity leave which helped tremendously with the transition from 'new mum' to 'new working mum'. As I prepare to go on maternity leave once again, I have received nothing but support from colleagues,

ILC has been, and continues to be, a great organisation to work in and I cannot recommend it enough."

Lyndsey Gorely, current Head of Operations

"On my first day as an Intern at the ILC I was taking calls from 10 Downing Street.

On my second day I walked through that famous black door and discussed the impact of our rapidly ageing society with Parliamentarians. One month later I had back-to-back meetings in Brussels and Berlin to contribute to international health summits and three months later I was talking about ILC research live on the BBC's Sunday Politics.

I joined the ILC as a Policy, Communications and Events Intern in September 2015 having previously worked for a candidate in the 2015 General Election and having recently completed a Masters. I joined because I was keen to work across policy areas and disciplines for an organisation committed to public service. From my first day at the ILC I was entrusted with a degree of responsibility I imagine few interns enjoy.

Brilliant international colleagues drawn from politics, academia, City institutions and charities asked me what I would like to do at the ILC and then provided the support I needed to learn new skills and develop existing ones. Early on I was encouraged to suggest ideas for new research, practice project and event management and collaborate with a broad range of stakeholders to deliver new research and analysis.

I was able to try my hand at speech writing for our Chief Executive; writing research proposals; organising international events; managing a large social media presence; writing press releases and speaking to the media and representing the ILC at high-level meetings with senior policy-makers.

I've been fortunate enough to contribute to exciting and original work on the future of health and social care, economics and finance, housing and communities and transport and infrastructure. The ILC provides a valuable public service as the nation's leading think-tank focusing on rapid population ageing and what happens next and its close-knit team continue to shape public policy and discourse.

During my time at the ILC I have been promoted from Intern to Policy and Public Affairs Assistant, Officer and Manager. I've travelled from San Francisco to San Servolo, Brussels to Abu Dhabi to discuss work with which I am proud to have been associated. Working at the ILC is a great way to begin or develop a career in public policy and learn from an inspiring team of colleagues."

Dave Eaton, former Policy and Public Affairs Manager

"As a freshly-graduated Masters graduate (in Medical Anthropology) I joined the International Longevity Centre-UK as an intern in September 2010 and stayed a member of the team until June 2014. During that time I worked initially as a Research Assistant and later Research Officer, before moving over to a role focussed on communications across the whole think tank.

When I first started I was looking for a way in which I could be a researcher in such a way that had a positive impact on the outside world – and where communication with decision makers was as much part of the process as the research itself. It's a bit too easy to just speak to other researchers when you work in academia, so think tank research felt like a better option for me. A main draw to ILC-UK was the standards they hold themselves to across their research. There's a lot of shoddy "evidence" bandied around in the name of evidence-based policy making and being part of a body of organisations and institutions quietly but firmly pushing back against this was just what I was after.

One of the great advantages of working in an organisation that explores a cross-cutting issue like population ageing is the exposure it gives you to different areas of policy. My starting interests were in health and social care, but during my time at ILC-UK I also worked on projects on rural and community planning, intergenerational relationships – particularly those within the LGBT community, and employment policies, among many others. I was also able to work on projects close to my heart – like co-editing a collection of essays on women's experiences of ageing and reflections on an ageing society from a feminist perspective.

I'm now a few months into my second job on from my final role at ILC-UK, as Policy and Communications Manager. As it was my first post-graduation job, it's easier now, looking back, to reflect on the things about ILC-UK that made it such a good place to work – and how those set it apart as an employer. Chief among these assets is a great team of people who genuinely enjoy working together and with shared values for raising important issues and producing the best possible work together. As well as having some great working relationships during my ILC-UK time I still consider my former colleagues as friends first and foremost.

Being part of a great team isn't just a nicety – it builds the groundwork for a great deal of trust within the organisation. In a small team working under deadlines and with external factors like parliamentary sessions setting your agenda, being able to trust my colleagues and knowing that I'm trusted to get on with my job means that things work smoothly despite these pressures. At an individual level, this translates into being given responsibility for your projects sooner rather than later. Even as an intern I was managing externally funded projects – knowing that there was support if and when I needed it. This was instrumental in building my confidence and initiative when working independently – skills I've probably used every working day since!

A highlight of my ILC-UK time was working with members of the International Longevity Centre Global Alliance – you learn not only about how different countries are experiencing population ageing but also about different political and policy systems and how to bring about change in different settings. Throughout the course of my time with ILC-UK I attended a number of international conferences, delivering presentations and representing the organisation from Dublin to Prague, Hyderabad to Tokyo. Not to be sniffed at for a first job!

The support I received as a member of the team was particularly impressive when you consider the size of the organisation. Time and efforts were put in by my colleagues to help me skill up and to access external training when required. There is a culture of skill-sharing and a desire, from Board level down, to see people do well within the organisation. I gained a huge amount from working there and would heartily recommend ILC-UK as an employer and my friends and former colleagues as your future co-workers."

Jessica Watson, former Policy and Communications Manager

"I joined the ILC as a research fellow in 2014 – my first real job after a 5-year spell in academia.

During my two and a half years at the ILC I co-wrote more than 10 reports on varying subjects, from pensions and savings to migration and social care. I even contributed to an ambitious project on the future of the welfare state. Along the way I analysed dozens of datasets and learned new econometric techniques, at times from scratch. It was challenging, but also incredibly rewarding. From the very beginning I was given the opportunity to come up with new project ideas and pitch them to clients, something I was not quite used to, but ended up appreciating a lot.

Coming from academia, I had to adjust to the work style of a think tank. I had to learn how to emphasize the "so what" and simplify the language to attract media coverage. I will never forget the excitement I felt the first time my research was picked up by national newspapers. I also like to believe that some of the work I did has contributed to make a difference to people's lives, especially because I was often asked to provide figures for speeches in the House of Lords. I learned a great deal from my colleagues, not only on the topics they researched, such as dementia, but also about the workings of the political system in the UK.

We worked hard. We had some fights – yes, people fight about economics - but we had a lot of fun. I am immensely grateful for the opportunity of working at the ILC and I cannot recommend it enough."

Cesira Urzì Brancati, former Research Fellow