



CEASE Policy Officer Job Description

Job title: Policy Officer

Hours of work: Three days (24 hours) per week

Pay: £30,000 pro-rata

Department: Policy and Public Affairs

Reporting to: Head of Policy and Public Affairs

Location: Home working with occasional travel to London

Duration: Permanent

About CEASE

CEASE (the Centre to End All Sexual Exploitation) is a national human rights charity.

Our mission is to expose and dismantle the cultural and commercial forces driving all forms of sexual exploitation in the UK. Sexual exploitation does not occur in a vacuum, and only by addressing the wider context can we hope for real, lasting change.

As a charity, we join the dots between our hypersexualised, objectifying, pornified culture and public attitudes and behaviours towards sex:

- We demonstrate how the mass consumption of online pornography depicting the humiliation, violation and degradation of women and children has real-world consequences.
- We shine a light on the widespread exploitation and harm caused by commercial sex industries that undermine our human rights.

We are neither a religious nor an ideologically driven charity but seek to bring together a broad alliance of groups from many backgrounds around a common stance. CEASE's work is based on peer reviewed research and survivors' accounts; it takes the form of advocacy, awareness-raising campaigns, events, lobbying and other strategic actions.

Our stance at a glance

- Pornography is a 'public health crisis' of the digital age.
- The pornography industry is exploitative and unregulated.
- Prostitution is fundamentally exploitative.
- Victims and survivors of sexual exploitation should have the full support of the law to rebuild their lives.
- Human trafficking and prostitution are intrinsically linked.
- The commercial sex industry puts children at risk of sexual abuse and exploitation.
- Hypersexualisation in media and wider culture is an underlying driver of sexual abuse and exploitation.

If you agree with our views on sexual exploitation, please apply for this role.

Job duties

Policy and advocacy

- Development of CEASE's policy in respect of sexual exploitation issues, including, but not limited to, pornography, prostitution, child sexual exploitation, sex trafficking, AI and other tech-facilitated sexual abuse and exploitation, and preparing briefings of same for internal and external use.
- Supporting the development of submissions, consultation responses, policy papers, research reports, blogs, presentations and similar on the above issues.
- Assisting in the development of effective short and long-term political strategies to engage key stakeholders with CEASE's policy solutions.
- Horizon scanning, researching and providing briefings of government initiatives and policy which are relevant to CEASE's work across the UK as well as relevant developments internationally.
- Supporting the Head of Policy and Public Affairs in shaping legislative recommendations in line with CEASE's strategic priorities for the coming years and with reference to new opportunities as they emerge.
- Supporting CEASE's mission to engage and collaborate with policymakers, regulators and other stakeholders by undertaking tasks including, but not limited to, identifying important contacts, facilitating meetings and events, and maintaining relationships with key contacts.
- Contributing to CEASE's corporate advocacy strategy development and implementation.
- Undertaking research on the legislative landscape in the UK, including stakeholder mapping, researching allies and potential political leads.
- Maintaining and utilising parliamentary database PoliMonitor to support CEASE's analysis and engagement in relevant political discussions.
- Preparing statements/talking points for the Head of Policy and Public Affairs and the CEO, to deliver to parliamentarians, committees, inquiries and similar.

- Working in conjunction with the Head of Policy and Public Affairs to implement the Policy and Public Affairs Three Year Strategy.
- Supporting the Head of Policy and Public Affairs as needed.

Representation and relationship building:

- Establishing and maintaining strong relationships across government and political parties, civil society, academics and influential voices.
- Strengthening CEASE's reputation as a rigorous and trusted source of analysis and evidence.
- Representing CEASE at parliamentary and stakeholder events, webinars, coalition meetings, working groups and individual meetings.
- Supporting the CEASE Communications Team to maintain and grow our external profile across all our audiences.

Research:

- Collaborating with the Head of Policy and Public Affairs on analysis of existing and emerging research relating to sexual exploitation issues including, but not limited to, pornography, prostitution, child sexual exploitation, sex trafficking, AI and other tech-facilitated sexual abuse and exploitation.
- Analysing, distilling, and writing up the results of research projects to provide compelling, credible evidence for parliamentarians, policy makers and other stakeholders.
- Identifying gaps in current research on CEASE's issues and undertaking related research to inform policy positions.

Emotional impact:

- Manage your response to challenging and distressing themes and content when working on certain topics about pornography, prostitution and sex trafficking.

You are likely to read case studies and research that may be distressing, and may be required to see images or video related to sexual exploitation. Care is taken to protect staff welfare due to the nature of the work, and there are internal strategies in place to support employees' wellbeing and mental health.

Experience, knowledge and skills:

Essential:

Experience

- Postgraduate degree with two to three years' experience working in policy and advocacy in the charity sector.
- Understanding and experience of political and legislative processes within Westminster and the devolved administrations, and how to influence them.

- A track record of engaging influential stakeholders including parliamentarians, civil servants, regulatory bodies and/or charity partners who influence and shape policy and its implementation.
- Experience in writing policy submissions, papers, reports, talking points and consultation responses.
- Experience in researching and communicating complex and difficult topics to a range of audiences.

Knowledge

- National and international legislation/policy affecting women and children impacted by sexual exploitation, the commercial sex industry and tech-facilitated sexual violence.
- Awareness of the experiences of those impacted by sexual exploitation, the commercial sex industry and tech-facilitated sexual violence, and their needs.
- Understanding of the complexity of sexual exploitation, sex trafficking, the commercial sex industry, and male violence against women and girls.

Skills

- Excellent IT skills, including use of MS office and information systems.
- Strong time-management skills along with the ability to prioritise, multitask work and meet tight deadlines.

Desirable:

- Postgraduate degree in related field i.e. Public Policy, Equality Studies, Human Trafficking.
- Experience of working with survivors of sexual exploitation, the commercial sex industry or other forms of male violence against women and girls.

About you

- Passionate about ending sexual exploitation in all its forms and seeing a world free from sexual exploitation.
- Strong belief in CEASE's mission, vision, and values.
- Strong social, interpersonal, negotiating, diplomacy and influencing skills.
- Excellent written, verbal and communication skills.
- Ability to present complex information to varied different audiences in different fora.
- Ability to initiate new opportunities for influencing.
- Proven ability to use own initiative and work well both independently and as part of the CEASE team.
- Willingness to undertake training and continuous personal development.

Working conditions

- The post holder will undertake day to day work at home.
- Three days can be worked flexibly at line manager's discretion.
- A laptop and other necessary equipment will be provided but it is the post holder's responsibility to ensure their WiFi is adequate for working.
- There is a requirement for occasional travel to organisational away days, usually in London, and ad hoc events. Expenses will be paid for travel and accommodation, and time off in lieu is offered where applicable.
- CEASE operates the NEST pension scheme.
- 25 days annual leave + bank holidays and birthday leave pro-rata.

Applications

Please send an up-to-date CV and covering letter (maximum two pages) to recruitment@cease.org.uk by 5pm on Wednesday 19th June 2024 with the subject line 'Policy Officer application'

The covering letter should outline how your skills, knowledge, and experience, alongside your personal character, values and beliefs, make you an ideal candidate. Please also include the contact details of two references. We will not contact the references without your permission.

Interviews will take place the week commencing 15th July 2024.

If you have any questions about the role, please email Gemma Kelly, Head of Policy and Public Affairs, at gemma.kelly@cease.org.uk