



Project Director (consultant) 20 November 2019

The Detention Forum is seeking an expression of interest from consultants to provide services as a new Project Director.

Background

The Detention Forum is an advocacy network of over 40 groups which challenges the UK's use of immigration detention, founded in 2009. The project is hosted by the Refugee Council and led by a part-time consultant Project Director. In 2012, it developed a joint strategy with three key asks of 1) ending indefinite detention, 2) ending the detention of vulnerable people and 3) improving judicial oversight over detention, plus a commitment to developing a solutions-based ask of alternatives to detention. This was updated into a Theory of Change 2017 - 2020, enabling us to turn the previously niche topic of immigration detention into a mainstream political issue.

Together, the Detention Forum members created an enormous narrative shift around immigration detention. It used to be a taboo, even among NGOs working in the asylum and migration area, to talk about immigration detention. Now, many, including influential voices, have joined our call for a radical change.

There is a need for a new Theory of Change which reflects this seismic shift and delivers change which has a real, tangible, impact on people and communities affected by immigration detention. As the current consultant is leaving at the end of March 2020, we are seeking a new consultant to develop the next Theory of Change, conduct a thorough review of our operating environment and lead the Detention Forum into its next phase.

The current funders are keen to continue to support the work of the Detention Forum. We have been successful in securing a major renewal grant, which will start in April 2020, and another renewal bid should be completed in December 2019. We hope that the new consultant will also start fundraising at the earliest opportunity.

About the consultancy assignment

This consultancy assignment is critical to the success of the Detention Forum, to build both its influence and ability to achieve its Theory of Change. It is an exciting project, which offers plenty of new learning opportunities and flexibility to the right consultant.

Successful delivery of the assignment has, so far, required the following. However, we are also open to new opportunities and strengths that a new consultant can bring to the Detention Forum.

- Think strategically and help others to do the same to achieve a long-term vision
- Value every organisation's unique strength and guide them to co-create change
- Use limited resources effectively to deliver maximum impact
- Prioritise robustly and act quickly in an uncertain and unpredictable environment
- Communicate and influence effectively across relevant channels, media and audiences

The Detention Forum



- Lead without direct line management responsibilities
- Lead change and distribute the credit
- Take and demand accountability
- Learn fast under pressure and share learning

Practicalities

- A summary of the consultancy requirements is provided at the bottom of this document.
- A handover programme will be arranged as soon as practical by a mutual agreement (up to four days a week). This arrangement will finish at the end of March 2020, when the current consultant departs.
- To apply, please send your C.V. and a covering letter of up to two A4 pages to Eiri Ohtani, detentionforum@gmail.com by 9am, 11 December 2019. Please indicate in your covering letter your suggested daily rate and the amount of time you would commit to the assignment in order to successfully deliver its responsibilities. Interviews will take place in London. Only shortlisted candidates will be contacted. No agencies, please.
- For an informal chat, please contact Eiri Ohtani (detentionforum@gmail.com) or Maurice Wren (maurice.wren@refugeecouncil.org.uk)

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CONSULTANCY ASSIGNMENT - Project Director

CLIENT - The Refugee Council, for the purpose of grant management

DURATION - 1 April 2020 for three years, reviewed annually and by mutual agreement

DESIRED FREQUENCY OF ENGAGEMENT - Between three to five days a week for 48 weeks a year, depending on outcome of fundraising.

PURPOSE - To direct the Detention Forum in order to build both its influence and ability to achieve its Theory of Change.

KEY TASKS

- Setting and agreeing the strategic direction with members to achieve the Theory of Change.
- Securing and managing funds in line with the current and future needs of the organisation.
- Ensuring that relevant aspects of the Theory of Change are implemented and, where necessary, undertaking these personally.
- Reaching past the membership group to achieve and disseminate the Theory of Change within an ever-broadening radius.

The Detention Forum



KEY RELATIONSHIPS

- The Detention Forum member organisations, including its Coordination Group.
- The Refugee Council as the host organisation.
- Organisations and institutions outside the Detention Forum.
- Management Group of the Detention Forum.
- All other relevant stakeholders, such as parliamentarians, the Home Office etc.
- Funders and supporters of the Detention Forum.

KEY SKILLS AND KNOWLEDGE

- Co-ordinating or directing work across a range of voluntary sector organisations (at least two-year of experience).
- Developing a strategy and Theory of Change and monitoring and evaluating progress against strategy.
- Experience of advocacy work in migration, immigration detention or related fields.
- Experience of one or more of the following:
 - Policy;
 - Communications;
 - Campaigning;
 - Parliamentary lobbying.
- Winning and managing funds on a significant scale.

END.