

Network Lead – Global Narrative Hive

Funders Initiative for Civil Society

GLOBAL DIALOGUE

Job Description, 16 January 2024

The [Global Narrative Hive](#) is a new network working to connect and grow the global ecosystem of activists and campaigners, communications workers, researchers, artists, journalists and many others using narratives to advance their visions of a more just world.

Born out of an eighteen-month co-design process involving more than 400 individuals from around the world, we work to bridge disconnects in the narratives field – facilitating shared learning between actors with different skills and knowledges and creating space for new actors to build connections and experiment with narrative strategies.

The Network Lead is a new leadership role intended to consolidate and grow the reach of the Global Narrative Hive, working with a small, international staff team.

The Global Narrative Hive is being incubated by the Funders Initiative for Civil Society. FICS is the leading think tank for funders wanting to understand and anticipate trends in civic space. [Our research](#) shows that anti-rights narratives will be a key driver of closing civic space this decade; we support the Hive as part of our commitment to supporting rights-based movements to develop alternatives and we use our position within philanthropy to advocate for and broker new resourcing across the narrative ecosystem.

FICS is hosted by Global Dialogue, registered in England and Wales as a charity (1122052) and a limited company (05775827).

BACKGROUND INFORMATION

THE GLOBAL NARRATIVE HIVE

Narratives are a collection of stories connected by a set of common values and a shared understanding of the world. They are usually told over and over again through different voices and channels in our societies, in a way that they slowly but surely become our perceived common sense. Narratives shape whose voices and stories we assume are worth listening to, and lead people to think that the world is the way it's supposed to be – undermining efforts to create a more just world. Luckily, learning about the power of narratives also allows us to start using them intentionally and strategically to disrupt unjust norms and promote a vision of the world that we would like to see.

A growing number of initiatives, individuals and groups around the world are using and developing expertise in communications and narrative strategies. But there are

disconnects in this community that hold us back and prevent common work – there are more resources for this work in the US, UK and Western Europe, some movements are more experienced with these tools than others, and a lot of the learning is only written up in English. It is these needs that the Global Narrative Hive has been set up to help meet.

We organize our work under four interconnected strategies: connecting people who are using narratives to further rights-based agendas; supporting collaboration across siloes; engaging in deep listening and learning with and alongside these communities, and; advocating for the distribution of resources (of all types – knowledge, relationships, time, and money) to where they are needed within the broad narratives field.

Our principles are central to how we organise. To be effective, we believe that narrative work must: centre those who are disconnected and marginalised; build trust and ensure inclusive collaboration in a way that cuts across the silos and disconnects across regions, language divides, technical fields and, especially, across movement; recognise that long-term change cannot happen overnight; prioritise holistic safety and care and awareness of power dynamics. To be a fit for this role you will be committed to and thoughtful about how these values play out in the network's day-to-day organising.

Visit our blog at narrativehive.org to learn more about the Hive, see recent news, and hear voices from our community.

THE ROLE

We are seeking a collaborative and values-driven Network Lead to hold overall responsibility for the Global Narrative Hive, its strategy, funding, programming and operations.

You will be coming into an established team – two highly skilled Community Managers plus administrative, communications, fundraising and research support from FICS staff and consultants – with several strands of work up and running. You are expected to come in to oversee and support these, as well as working collaboratively – with the team and members of the Hive's wider community – to identify additional priorities for the network to deliver its strategy over the short, medium and longer term. You will play a lead role in developing a long-term vision for the structure of the network.

You will be committed to and thoughtful about network-building and how the Hive's values guide and manifest in its day-to-day organizing. You will approach strategy and planning creatively and be excited to identify how the Hive can maximise its unique contribution to the field. As with all members of the team, you will be in active relationship with current and new community members and partners. With support from FICS' leadership and development team, you will be responsible for fundraising. An awareness of power dynamics, an enthusiasm and ability to navigate and disrupt these will also be important for this role.

JOB DESCRIPTION

The purpose of the Network Lead role is to hold overall responsibility for the Global Narrative Hive, its strategy, funding, programming and operations.

Key responsibilities include:

- Drive strategy for the Global Narrative Hive, positioning the Hive in relation to other parts of the narratives ecosystem and identifying priority movements and geographies for the Hive's work, and facilitating community engagement in key processes.
- Mobilize resources for the Hive – inspiring funders and supporters to commit to the Hive's vision, cultivating prospective funders, and overseeing and contributing to funding applications as required. You will represent the Hive at high level engagements.
- Maintain oversight on all Global Narrative Hive collaborations and programming at the strategic level, ensuring effective, timely, and values-aligned delivery against the Hive's strategic priorities.
- Cultivate connections with a wide range of partners and movement actors, ensuring the Hive's strategy and operational plans continue to be informed by the values and priorities of the people we are set up to serve.
- Line manage the Hive's team of Community Managers, currently two staff, based in Belgium and Kenya, ensuring they are supported in their work, are clear about priorities, and have ample opportunity to develop in their roles.
- Work with the FICS leadership team to foster an aligned working culture, where equality and diversity are well-managed, dignity at work is upheld, and staff are empowered and motivated to do their best at all times.
- Ensure obligations to anchor funders are met within time and budget, working collaboratively with other members of the Hive and FICS teams to pre-empt and address issues before they arise.
- Oversee risk for the Hive's operations in line with its values, supported by FICS' Deputy Director and consultants to ensure appropriate protocols that balance care and security are developed and monitored for all projects.
- Other leadership responsibilities commensurate with the role.

PERSON SPECIFICATION

We are looking for a skilled and senior staff member with significant experience of working collaboratively and internationally.

We are committed to being a diverse team and are looking for talented people from a wide range of backgrounds, cultures and experiences who share our values.

In your application, you need to demonstrate how you address the following criteria:

You will have:

- Substantial experience of strategic thinking and planning, including how different strategies and actions interact; how local, national, regional, and global efforts work together; how to identify political opportunities; and how to assess and strengthen movement capacity.

- Significant experience of project and team management – with a demonstrable track record of managing performance to meet organisational objectives, and ideally of supporting remote-working teams.
- Direct lived experience as part of a social movement working for rights, equality, justice, and / or the environment. A track record of working with networks, consortia or other collaboratives in this context would be an advantage.
- Experience in working with movements to build power to persuade and shift public opinion, through methods related to narrative, culture, or strategic communications.
- Excellent inter-personal skills – able to inspire others and broker collaborations; engaging public speaking skills.
- Excellent spoken and written skills in English and at least one other of Spanish, French, Portuguese, and Arabic. Other language skills would be an advantage; you will have a commitment to language justice and ideally experience working across different languages in a global working environment.
- Proven success in fundraising, with an ability to raise funds both for the Global Narrative Hive and for associated groups, programmes or organisations.
- Existing strong networks among activists, practitioners, and communications workers – and ideally also donors.
- Awareness or experience of the pressures on movements and civil society organisations resulting from current political trends and an interest in the drivers and trends that shape civic space globally.
- Demonstrable experience of budget management – ideally including the development of organizational budgets (support and training will be provided).
- Strong IT skills, with sensitivity to the relevance of digital security in human rights work (tools we use include O365, Google Workspace, Zoom, and Salesforce).
- The ability to travel internationally up to 15% of the year.

You will be:

- Aligned with FICS' analysis and organisational values. *You can dip into [FICS' website](#) - particularly [this interview](#) and our report [Rethinking Civic Space](#) - to get a sense of our work and where the Hive sits within this.*
- Someone who thrives in highly adaptive environments. *FICS' work grapples with large, expansive, and complex issues. This shapes how we work. We're also a 'start-up' and are looking for someone who wants to help build the organisation with us.*
- Passionate about working with grassroots movements and committed to building the power of others to lead change. You will have a demonstrable commitment to valuing diverse perspectives and centering equity within your work.
- Confident working remotely, and in modelling visible and collaborative remote working practices to others.
- Creative – open to experimenting with different methodologies and committed to fun as a way of deepening connections.
- Culturally competent and able to bridge communities, including having the ability to translate across different technical fields.
- Interested in forecasting and futures thinking.
- Committed to your own personal professional development.

FICS' working language is English. Due to the requirements of the role, we will prioritize candidates based in the Majority World.

TERMS AND CONDITIONS

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| Hours | <p>This role is full-time (35 hours). It is open to candidates worldwide, however the Network Lead will need to agree times that they are available to collaborate regularly with existing staff, who are currently based in Brussels, Kenya and the UK.</p> <p>We are open to negotiating a working pattern that works for the successful candidate and for the Hive. If you would like to discuss a part-time, job share or other proposal prior to application please contact us on the information below.</p> |
| Terms | Permanent contract, subject to funding. |
| Location | <p>The FICS and Hive teams work remotely, and this role is home based.</p> <p>The role will be required to undertake frequent international travel (up to 15% of time) to develop and manage relationships with funders, community members and partners, and to participate in meetings with colleagues.</p> |
| Reporting to | Deputy Director – FICS |
| Remuneration | <p>This role has been benchmarked at a UK salary of GBP 73,400 pro rata. Candidates based outside of the UK will be offered comparable compensation either through an Employer of Record or consultancy contract, depending on their location.</p> <p>Global Dialogue offers a range of benefits including 25 days' annual leave plus public holidays (pro rata), a flexible working policy, and personal development leave. Pension arrangements and other benefits will be negotiated based on the location of the applicant, local norms, and parity with Global Dialogue's wider staff team. Please contact us if you would like further information about our approach.</p> |

TO APPLY

Please send an email to kate@global-dialogue.org by 9am UK time on 12 March with the phrase Network Lead and your name in the subject line.

You should attach a CV and two-page cover letter in English setting out why you are interested in this role and how you meet the criteria set in the person specification. Shortlisted candidates will be invited to interview online toward the end of March.

There will be information sessions for prospective candidates who would like to meet the team before applying. These will take place on 29 February at 8am UK time ([register here](#)) and 4pm UK time ([register here](#)). If you would like to discuss the role one to one, please contact FICS Deputy Director Abi Knipe at abi@global-dialogue.org

For transparency, responses to any questions we receive before the deadline will be published [here](#).

We are committed to the employment and career development of disabled people. We will make reasonable adjustments during the recruitment process and during employment. Please contact FICS Deputy Director Abi Knipe at abi@global-dialogue.org if you would like to discuss this further.

If you declare that you have a disability and meet the minimum criteria for the job we will offer an interview to give you the opportunity to demonstrate your abilities at an interview. By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence required for each competency as well as meeting any of the qualifications, skills or experience defined as essential.

FICS is hosted by Global Dialogue, a registered charity (1122052) and limited company (05775827) enabling innovative and collaborative philanthropy.

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