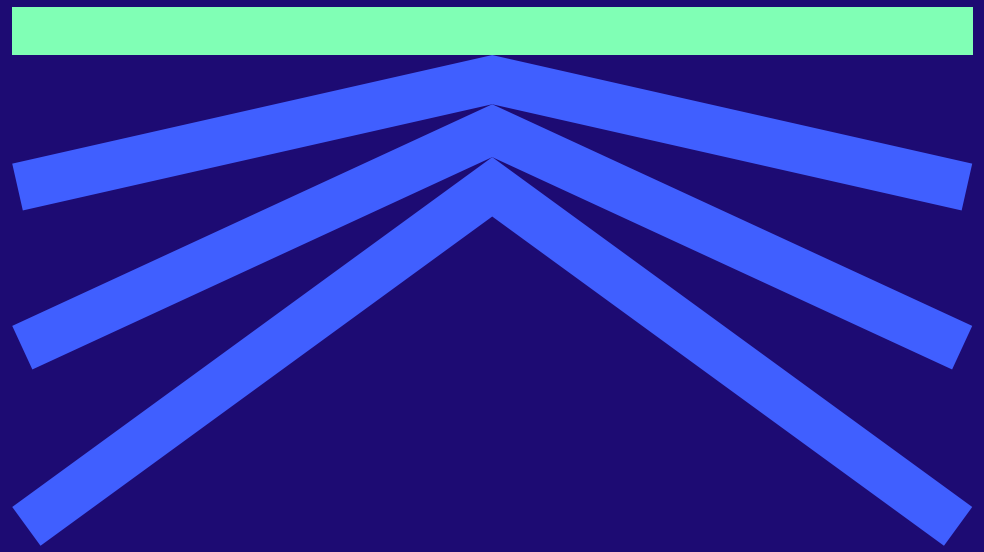
LEF Funding law for social justice

Director of Justice Together

Maternity cover



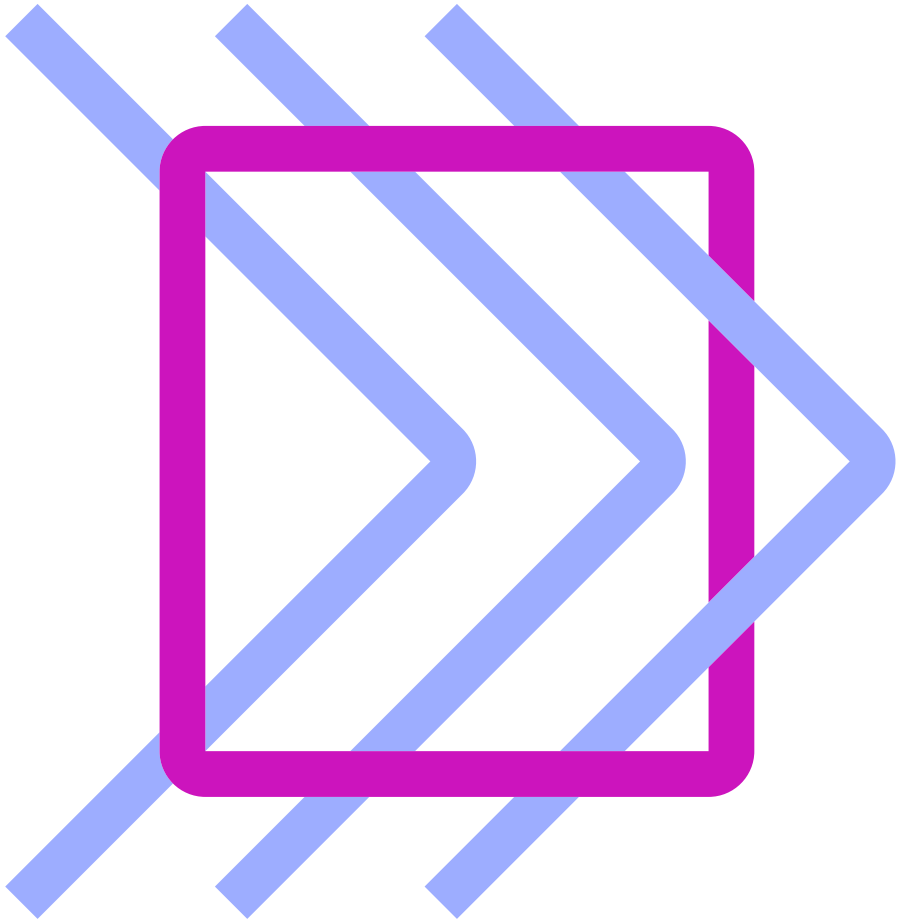
September 2026

Accessibility

If you have any access requirements or would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact Belinda Berry, Operations Manager at belinda.berry@lef.org.uk

LEF is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions.

We guarantee any applicant who declares they have a disability will be offered an interview if they meet the essential requirements of the job specification.



About Justice Together

Justice Together was established in 2020 with a ten-year vision of an immigration system in which people can access justice fairly and equally, without being harmed. We are a unique collaboration of funders, organisations and people with lived experience working together to improve access to justice in the UK immigration system.

Our vision is for an immigration system in which people can access justice fairly and equally without being harmed.

Our mission is to bring together people and organisations to transform the immigration system. Through grant-making and collaboration, we will connect lived experience, front-line immigration advice and influencing strategies to create lasting change.

Our values are equity and human rights; collaboration; inclusion; racial justice; learning; trust; and courage.

Our strategy

Our current strategy has three objectives:

- A more sustainable, collaborative and coordinated immigration advice sector.
- An immigration sector which is better able to advocate for fairness and justice in the immigration system and where people directly affected set the agenda for change.
- Organisations in the immigration sector are actively contributing to racial justice.

Our people

Justice Together's team of four is seconded from LEF, which hosts the initiative in its subsidiary, Justice Collaborations. The wider LEF team supports Justice Together with operations, communications and learning.

justice-together.org.uk

About LEF

We are a social justice foundation. Our mission is to strengthen the power of communities to use and shape the law for social justice.

To us, being a social justice funder means working towards a fair and equitable society - one where everyone has access to resources, rights are protected and expanded, and people can meaningfully influence the systems that shape their lives. We focus on supporting communities across the UK to address the root causes of injustice, seeing a role for the law that is deeply integrated with social movements and grassroots activism.

Our charitable subsidiary, Justice Collaborations, hosts the Justice Together initiative.

Our strategy

Our current strategy, launched in summer 2025, has three objectives:

- Support a generation of creative, collaborative social justice leaders who integrate the law into broader movements.
- Support organisations to use and shape the law to build solidarity and strengthen wider movements for justice.
- Use our power and influence as a funder and investor to protect and advance rights and social justice.

Our people

Our work is supported by our Board of Trustees, with sub-committees (for example the Grants and Learning sub-committee). Our staff team includes colleagues across grants, operations, learning, influencing and more.

Power, Culture and Inclusion

We acknowledge the power and privilege we hold as a grant making organisation that is funding, but not working on, the frontline of social justice.

We also recognise that the law and legal systems can be used to oppress rather than liberate, especially those from racialised, migrant, disabled, LGBTQ+ and other minoritised communities.

Being a social justice funder means focusing on change that addresses the root causes of these injustices and ensuring that the impacted communities lead this work. We call our response to this Power, Culture, and Inclusion (PCI).

Key principles guiding our PCI approach:

- Power signals our commitment to using our own power to confront injustice and the power imbalance in the grant making system. It puts voices of those with lived experience of injustice front and centre.
- Culture reflects the transformation we are going through in our learning, behaviour and attitudes, and that we want to build the best grant making environment.
- Inclusion, alongside diversity and equity, is also central to this work and speaks to our responsibility to being representative of and accountable to the communities we work with.

PCI is integral to how we define responsibility and impact across our grant making, operations, and investment decisions. This includes asking more searching questions about how to align our investment practice with our vision, mission, values and strategy.

About the Director of Justice Together role

This is a critical time to join Justice Together. Our grant partners face unprecedented challenges and there is opportunity – and responsibility – for Justice Together to do all the initiative can to strengthen their work and influence. Part of this includes deepening Justice Together's own influencing work, led by the Director with support from the incoming Senior Influencing Manager. The post-holder will build on the networks, partners, expertise and reputation that have been built up over the first six years of the initiative.

We are looking for someone with strong leadership skills, strategic thinking and ability to build relationships with a wide variety of stakeholders, who shares our commitment to human rights, equity and racial justice.

This is maternity cover role with a preferred start date in December 2026. We are open to secondments.

About the role

Title: Director of Justice Together (maternity cover)
Salary: £72,000 per annum
Hours: Full-time - 35 hours/week (Flexibility considered)
Contract: Maternity cover
Holiday: 30 days per year plus bank holidays (FTE)
Location: Central London and remote. Some UK travel required as part of the role.
Start date: December 2026 (preferred)

The post-holder would need to be based in our London office for two days per week but could choose to work from home for part of the week.

Reports to: Co-Director, Justice Collaborations

We are open to secondment arrangements.

People with lived experience of social welfare legal issues are underrepresented in our organisation, so we are actively recruiting and prioritising candidates who bring this understanding alongside other skills and expertise. (We do not expect people to describe their personal experience at any stage during this recruitment process or during their work at the foundation.)

We value, welcome and respect all the differences that make us who we are, including age, cultural background, disability and neurodiversity, ethnicity and race, sex, gender identity and expression, sexual orientation, education and socioeconomic background.

LEF is a Disability Confident employer.

Main responsibilities

Management and governance

- Lead the Justice Together staff team, ensuring the skills and capacity are in place to fulfil the initiative's objectives.
- Commission and manage consultant(s) working on Justice Together.
- Provide the Justice Together Grants Committee and Board with the information they need to make informed decision about Justice Together's strategy, delivery, risks and opportunities.
- Ensure timely completion of papers for the Justice Together Grants Committee and Justice Collaborations Board, including coordinating the input of colleagues and briefing the Chair.
- Be an effective and constructive member of LEF's senior management team.
- Attend meetings of the Justice Together Grants Committee, the Justice Collaborations Board and the LEF Board.

Strategy and influencing

- Lead the implementation of the Justice Together strategy, refining priorities and activities in response to learning or external changes.
- Consult with stakeholders on proposals to exit and/or adapt beyond the original 10-year vision.
- Lead delivery of Justice Together's influencing plan, working with the Senior Influencing Manager and wider colleagues, reviewing and adapting to external changes.
- Keep up to date with changes and developments in the external environment and work with colleagues and partners to reflect this in strategy and practice.
- Ensure development and delivery of an engagement and communications plan, with support from Justice Together colleagues, external expertise and LEF's Communications Manager.

Main responsibilities (continued)

Initiative implementation

1. Grants

- Take overall responsibility for the Justice Together grants programme, in particular ensuring the grant making continues to contribute to the delivery of the strategy.
- Oversee funding recommendations to the Justice Together Grants Committee and the Justice Collaborations Board to ensure consistency and budgetary compliance.

2. Relationship management

- Build and sustain strong relationships with contributing funders, wider stakeholders and key sector organisations to facilitate ongoing input into the delivery of Justice Together's strategy, including through one-to-one conversations and funder meetings.
- Build and sustain relationships with key external stakeholders including other funders, partner organisations and policy-makers at a national and regional level.

3. Finance and funding

- Implement the funding plan for Justice Together and work with colleagues to identify a pipeline of future funding.
- Manage fundraising consultant(s) to ensure high quality and timely funding applications and reports are submitted.
- Set and manage the Justice Together annual budget, working closely with the LEF Group Head of Finance.

4. Coordination and learning

- Oversee implementation of Justice Together's learning approach, with support from LEF's Head of Learning & Insight and external experts as needed.
- Ensure Justice Together activities are integrated within the wider LEF group, including working with colleagues in grants and operations, to maintain consistency in internal processes and promote mutual learning.

About you

Essential skills and experience

- Experience of strategic leadership of complex projects or programmes in the social change sector.
- Track record of working collaboratively and leading or contributing to successful partnerships with multiple stakeholders.
- Experience of developing and maintaining influential relationships with senior stakeholders including policy makers.
- Experience of developing and implementing a fundraising strategy.
- Knowledge of current immigration policy context in the UK and its impact on people, communities and access to justice.
- Knowledge of the assets and challenges of the UK migration sector
- Experience of managing and motivating people.
- Excellent written and oral communication skills, able to produce concise, engaging content for a range of audiences.
- Understanding of anti-oppressive practices.

Essential behaviours and ways of working

- Commitment to Justice Together's values and mission.
- Commitment to LEF's values and mission.
- Demonstrable skill in working inclusively, building engagement and trust.
- Commitment to learning and reflective practice.
- Ability to multi-task, plan ahead and meet deadlines.
- Ability to work on own initiative and as part of a team, drawing on expertise and specialisms of others to make decisions and ensure progress.

Desirable experience

- Lived experience of migration.
- Experience of using communications as part of a wider influencing strategy.
- Experience of implementing anti-racist practice.

How to apply

To apply for this post, please email your CV along with your application to vacancies@lef.org.uk by **9am, Tuesday 13 October.**

Please include the job title in your email subject.

Your application should cover the following:

1. In an extremely challenging and rapidly shifting context, how best can Justice Together pursue its vision of an immigration system in which people can access justice fairly and equally without being harmed?
2. Tell us about the experience and knowledge you would bring to leading Justice Together to pursue this vision.
3. One of Justice Together's goals is for organisations in the immigration sector to actively contribute to racial justice. How can Justice Together itself contribute to racial justice?

If you need any support or reasonable adjustments to assist you with your application, please contact Belinda Berry, Operations Manager at belinda.berry@lef.org.uk

Recruitment timetable

Application deadline: 9am, Tuesday 13 October

Shortlisted applicants notified by: COB Friday 16 October

First round interviews (online): w/c 19 October

Second round interviews (in-person): w/c 26 October

Feedback

We are unable to offer feedback on applications if you are not shortlisted, due to limited capacity. Feedback will be offered to those who are invited to interview.

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