

Role: Strategy Director - Purpose and Business Impact

Location: 168 Shoreditch High Street (one day in the office, four days flexible working)

Start date: immediately

Salary: £75,000 - £90,000

Contract: Full time

Key skills & knowledge – purpose, insight, business strategy and impact, culture change and client management

Experience - 10+ years agency experience

Reporting into: Consultancy Director

Application closes: 12th November

The Opportunity

Given is the agency for purpose-driven brands. Everything that we do is about making brands a force for good - helping create positive change for people, communities and the world. Working with ambitious clients on the creation and execution of purpose, sustainable business strategies, innovation and creative campaigning and storytelling we are seeing the demand for the support that we can offer grow exponentially.

As we head into the next chapter of our business we are looking for a passionate, smart and imaginative strategy director, with a specialism in purpose and business impact, to head up our new purpose practice and join our growing strategy team.

We are looking for someone with practical experience and strong leadership credentials, bringing a clear point of view based on experience and knowledge, and the passion and behaviours to inspire teams, colleagues and clients. You will understand the purpose opportunity and what it takes to create and operationalise purpose to create meaningful change internally and externally.

This role will see you overseeing large client accounts leading others to consistently deliver high quality work, helping to bring disruptive thinking to our clients in the pursuit of positive impact. Through your direction you will help strategists within your team to develop and meet their progression ambitions, as well as creating a positive and productive culture across the agency. You will be able to demonstrate confidence in your own skills, a solutions focused and proactive attitude and a collaborative and hands on attitude.

You will be adept at new business development, bring your own network of contacts and play a leading role on pitches and proposals. You will be comfortable looking for ways to improve our processes and success rates and be committed to the agency's good growth agenda.

As part of our senior leadership team, reporting into the executive team, you will play a critical role in the day-to-day management of the agency, responsible for a number of key operational KPIs and delivering parts of the annual agency plan. You will work with the Consultancy Director and other senior leaders to grow our purpose offer and continue to establish Given as the authority on purpose.

We offer great benefits, a collaborative and creative environment, impactful and meaningful work, brilliant career opportunities, and the chance to work with some of the biggest and best brands in the world.

Day-to-day responsibilities

Helping Given grow

- You will be responsible for leading and building our purpose practice offer and point of view, helping us to continue to establish Given as the authority on purpose
- You will be part of the Senior Leadership team and help deliver the agency's annual business plan and be responsible for a number of key operational KPIs
- You will help us deliver thought leadership and represent the business in marketing activities, from writing articles to attending conferences and events
- You will be responsible for bringing in new clients and projects, attending new businesses and working on pitches and proposals. We expect you to be comfortable in being accountable for achieving £1M+ of new business across the practice

Inspiring your clients

- You will confidently lead a range of client projects, responsible for delivering great purpose strategy and internal change projects
- You will oversee the strategic thinking on projects, supporting the team to produce quality, insightful, and relevant recommendations, inspiring others by bringing a confident and well articulated perspective on projects, offering challenge and solutions to better our work
- You will have a clear point of view of what good looks like and work to uphold quality across all practice outputs
- Senior clients will see you as their go-to-person on projects and you will be comfortable building strong relationships across the accounts that you are working on
- You will be comfortable leading at least one large client account starting at £350K, as well as playing a hands on director role across a number of other accounts and projects; growing these accounts year on year

Managing and supporting the team

- You will lead a team of people in delivering projects and team priorities, helping to build skills and knowledge in purpose and impact
- You will be responsible for helping the team, our clients and the agency as a whole stay ahead of trends and latest thinking in purpose
- You will work with our Consultancy Director to create new tools and processes to support our offer and help implement these with the team
- You will line manager all those within your practice and help ensure that everyone's experience of Given is positive and rewarding

Recruitment process

Our first step will be a 30 minute phone call to understand a bit more about you and why you've applied. Next, we'll invite candidates to a first round interview to get into more detail about your experience and expectations of the role. The final stage will involve answering a short brief, that should only take a few hours of your time to prep, and presenting back to us. If you are comfortable doing so, we'd prefer at least one stage of the interview process to be face to face in our Shoreditch office. It is also likely, due to the seniority of the position, that we would request a final meeting with our CEO.

For our people

- Hybrid working, with only one fixed day in the office a week
- We offer 26 days paid holiday per calendar year pro rata, plus public holidays. We also close the office between Christmas and New Year, which is in addition to your paid holiday allowance
- Company bonus scheme
- Pension Scheme with Aviva, eligible after passing your probation
- Health plan with SimplyHealth, eligible after passing your probation
- £100 working from home allowance to help your home office set up, eligible after passing your probation
- A tenure bonus reward after 3 and 6 years of employment
- Work from anywhere for 1 month of the year, after your first year of employment
- Access to our Given Campus for training and development needs
- Interest free season ticket loan and Bike to Work scheme
- Option and role dependent mobile phone for business and personal use (UK domestic calls only)

About Given

Given is a brand purpose agency. We strive to build successful brands by making business a force for good. We believe that businesses can achieve this if they have a clear purpose, strong values, and create products and ideas that matter for people, communities and the wider world.

You'll be joining a vibrant, ideas-led agency working across brands like IKEA, Zalando, Kimberly Clark, John Lewis Partnership and Virgin Media O2. We are a team that blends purpose, innovation and sustainability consulting, with design, digital and creative execution.

Given strives to be an equal opportunities employer and everyone's commitment to this process will be expected.

To apply: Send CV and cover letter to recruitment@givenagency.com - please add Strategy Director - Purpose and Business Impact in the subject line.

Application closes: 12th November