

**Role:** Junior Strategist

**Location:** Shoreditch High Street, E1 - hybrid working from home and the office

**Start date:** Immediately

**Salary:** £29k-33k (depending on experience)

**Reporting into:** Associate Director

**Contract:** Full time

**To apply:** [Click here to apply!](#) You will be taken to an external website where you will be asked to fill out an application form. Make sure to attach your CV and cover letter. Tell us why Given, why this role and why you.

## The Opportunity

We are looking for a Junior Strategist to join our growing multidisciplinary Strategy team. You'll report into an Associate Strategy Director and will work closely with Purpose, Sustainability, Social Impact and Creative strategists, often forming a multidisciplinary team to support our clients' exciting ambitions to become purpose-driven brands and businesses. Your role will include unearthing compelling insights to form the basis of a forward-thinking strategy, working collaboratively with the team to develop fresh thinking and new ideas, supporting the design and delivery of brilliant workshops, and playing a key day to day role in the delivery of projects.

We are a growing organisation, and the projects we work on are varied and fascinating. Roughly one third of our work is in the communications space (either corporate comms or brand comms / brand experience innovation), one third is in sustainability and social impact strategy, narratives and reporting, and one third is around defining a purpose and then embedding purpose into an organisation's decision making, ways of working and culture.

You don't need to have *experience* in all of these areas, but we need someone who is excited about all areas of our work, and recognise that compelling insights, storytelling and creativity are key, whatever the medium or audience.

## About you

We want someone who is as passionate about making businesses and brands a force for good as we are. You will still be early on in your career, ideally with some previous client or strategic consultancy experience (~1-2 years). Your experience so far may include playing a supporting role in one or more of the following areas:

- Transforming culture through setting and embedding values, behaviours and mindsets
- Helping to shape a purpose and bring it to life within the organisation
- Developing ambitious sustainability strategies and/or social impact strategies & programmes
- Engaging colleagues and stakeholders behind a new purpose, change in vision / strategy or organisational transformation
- Running successful internal engagement and communication programmes
- Developing corporate communications or brand activation campaigns to external audiences

Skills needed:

- Supporting on delivering strategic and analytical thinking
- Insight gathering for creative and strategy development
- Able to help shape key strategic deliverables, such as insight debriefs, creative briefs, workshops, stakeholder interviews and strategic presentations

- 
- Passion for creative thinking and bringing new ideas to the table
  - Excellent communication skills
  - Ability to offer a point of view that's based on past experience
  - Collaborative working style and an appreciation of the benefits of working within a multidisciplinary team

We're looking for someone who can demonstrate confidence in their own experience, has a solutions focused and proactive attitude, and who is collaborative and hands on in their approach. You must be comfortable supporting multiple projects at once, delivering to project timelines and producing exceptional work (with targeted guidance and support from senior colleagues). Importantly, as a growing, ambitious business, we need you to feel comfortable applying your skillset across different types of projects, clients and challenges, which may not always fall directly within your existing skillset or experience.

Beyond client work, you'll have the ambition to drive us forward and support the agency to grow and develop through playing a supporting role in new business.

## About Given

In recent years, purpose has risen to the top of business agendas. As the originals in this space (no-one's been doing this longer than we have) we've helped clients like IKEA, John Lewis Partnership, Bupa and Lloyds Banking Group on their purpose journey, helping them truly unleash the power of purpose in their organisations and the wider world. For more than a decade, we've used ideas to fundamentally rethink the role businesses and brands play in the world, while capturing imaginations and changing behaviour.

We believe to do this well you need to put people at the heart of the process and transformation, as well as bringing brilliant strategic thinking and amazing creativity. That's why we have strategic consultancy and an in-house creative studio all under the same roof.

We're ambitious about leading the purpose agenda in the UK, Europe and internationally as we evolve our offer and the range of work we do for clients as well as our geographic footprint.

Our offer cuts across all stages of a business becoming more purpose driven: from the development of a true purpose and purpose strategy for businesses and brands, shaping a bold, ambitious and forward-looking sustainability and/or social impact strategy that will give them the credibility and substance, helping them embed purpose and sustainability into their ways of working, culture and decision-making, or activating their purpose through customer-facing comms, brand experience and product and service innovation.

## 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 present back to us. We'd love it if at least one stage of the interview process was face to face in our Shoreditch office.

## For our people

- Hybrid working, with 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, eligible after passing your probation
- 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
- Interest free season ticket loan and Bike to Work scheme

Given strives to be an equal opportunities employer and everyone's commitment to this process will be expected. We are proud to be different and that starts with our people. We believe in equal opportunities for everyone. Individuality is what makes us great, we want everyone to bring their full self to work and create something amazing. We are happy to discuss flexible and agile approaches to working for all our roles - we can't promise we will be able to offer you everything you want or need but we do promise to discuss it with you openly and honestly. If you have any reasonable adjustments required in order to fully participate in the recruitment process, please discuss it with our recruitment team.