

Role: Associate Strategy Director - Purpose and Business Impact

Location: 168 Shoreditch High Street - hybrid working (current policy 1 day a week in the office)

Start date: Immediately

Key skills & knowledge – purpose strategy, brand strategy, culture change, internal and external comms, strategic insight and business impact, team and people management, client management

Experience - 8+ years agency experience

Salary Band Base salary £65 - 80k + inclusion in company bonus scheme and other benefits

Reporting into: Chief Strategy Officer, Lloyd Burdett

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 role

We are looking for a Associate Director to join our Strategy Team who can:

- Lead the strategic thinking and delivery of some of the larger purpose projects and programmes working alongside members of our Exec team;
- Contribute to an evolution of our offer, approach and thought leadership in this area;
- Play a role on in the leadership of the strategy team, alongside other Directors and ADs;
- Contribute to client growth on key accounts, working with our client team;
- Be responsible for line management of other members of the strategy team
- Work collaboratively with both client teams and our in house creative team to develop both strategic and creative solutions to our client's challenges.

This role will see you leading projects, running workshops, uncovering disruptive insights, engaging leaders, and applying strategic and creative thinking to solve complex business and brand challenges.

We are a dynamic and nimble agency so you must feel comfortable stretching your skills across the full range of strategic and creative services that we offer. This could be anything from defining a business' north star purpose to embedding it through culture change and employee engagement, developing a sustainability or social impact strategy, or helping develop corporate or brand level communications or activations that bring it to life in the real world through campaigns, marketing, brand experience or innovation.

Key responsibilities

- **Client leadership**
 - You'll provide leadership and direction to junior colleagues and be accountable for delivering exceptional quality work to clients
 - You'll be responsible or play a leading role on at least 2-3 key client accounts and grow the value of these accounts year on year along with members of our client team
 - Build strong, healthy relationships with clients and an understanding of their business
 - Be a trusted point of contact for your clients' projects

- **Project direction & delivery**
 - You'll lead strategic thinking on projects, supporting the team to produce quality, insightful, and relevant recommendations
 - You'll bring a confident and well articulated perspective on projects, offering challenge and solutions to better our work
 - Lead and be responsible for all client facing deliverables, helping to ensure that outputs deliver on the Given standards of excellence and deliver real world and business impact
 - Create insightful and client ready outputs and give clear briefs to colleagues who contribute to and help shape our response to client challenges and briefs
 - Lead large purpose-led strategy projects with Director or Exec sponsorship and support
 - Lead or support others to complete interviews and research gathering tasks
 - Run co-creation workshops independently, or with director support depending on attendees;

- **Offer development, thought leadership and new business**
 - You'll contribute to evolution of our offer and also to related thought leadership, articles, blogs etc along with other members of the team
 - You'll also play a role in creating and responding to new business and briefs across the full range of our offer, in particular playing a leading role on proposals and pitches.
 - Help grow revenue by upselling to existing clients and sourcing new opportunities
 - Proactively bring new business into the business and leverage your own network

- **Managing people & teams and playing a role in agency culture**
 - You will be a part of the strategy leadership team, along with our other strategy directors and ADs;
 - All of our Directors and Associate Directors in the Strategy team manage a small team (of usually 2-4) people, usually related to their core offer area / area of expertise;
 - You will also be playing a leading role in leading & managing project teams, collaborating across strategy, client and creative teams.
 - Play an active role in the agency culture
 - Have performance and development responsibilities for direct report within the purpose practice

About you

Your background and experience might be from a strategic consultancy, client side or from a brand strategy or purpose-led agency. You'll be motivated by the purpose opportunity and work, and understand the world of strategy, culture change, brand or corporate communications.

As an Associate Director you will need to have acted as a project lead on large client briefs, working independently, with responsibility for the insight and direction of the project, leading the thinking and having oversight of the full project team.

You'll report into the Chief Strategy Officer, who oversees the strategy team, but you will also be, working closely with other Exec team members and members of our strategy, client and creative

teams to build our offering, bringing your own point of view of what it means to be purpose driven in today's world and ensure the ongoing growth of Given.

You will have some line management responsibilities for more junior team members, and work closely with others to deliver positive experiences and progression opportunities for direct reports.

About us and our work

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 & insights 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 transformation agenda in the UK, Europe and internationally as we evolve our offer and the range of work we do for clients and the geographies we work in.

Our offer cuts across the full purpose journey, from the development of a true purpose and purpose strategy for businesses and brands, helping them embed this purpose in their ways of working, culture and decision-making, and activating it through customer-facing comms, brand experience and product and service innovation.

As examples of the diversity of the kinds of work we do in this area, in recent times we have:

- Developed a new set of values to put purpose at the heart of culture and decision-making processes for the Lloyds Banking Group;
- Helped the John Lewis Partnership engage 78,000 Partners to ensure everybody understood, believed in and felt ownership of the company's purpose, and could use it in their work every day;
- Helped Mars-Wrigley and Costa Coffee with both brand and corporate level communication on sustainability
- Helped Ikea with major campaigns and thought leadership, including many years of their Life at Home report.
- Helped OVO make it easy for all their employees to 'find their thing' and take action in support of their ambitious Plan Zero; their strategy for zero carbon living;
- Helped Anglian Water engage 11,000 colleagues in a bold new vision to deliver exceptional customer service, led by 800 managers who inspired their teams to change their behaviours and make them more purposeful.

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 no more than half a day of your time to prep, and present back to us. We'd like to meet you face to face at some point within the interview process, so please let us know if you have any adjustments you would like us to make to ensure the interview process is comfortable and fair for you and your needs.

For our people

- Hybrid working, with one fixed day in the office a week.
- Company bonus scheme, eligible after passing your probation
- 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
- 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.