British Red Cross



Candidate Pack

Director of International Law and Policy

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Introduction

Thank you for your interest in the role of Director of International Law and Policy. This is a unique opportunity to join the British Red Cross at a time when humanitarian needs around the world have never been more complex or more urgent.



A headshot of Lisa Richard Blewitt our Executive Director International

Since joining the British Red Cross in 2021, I have had the privilege of leading an exceptional international team working across Europe, Asia, the Middle East and Africa. Together, we support people experiencing some of the most difficult crises of our time, working through the International Red Cross and Red Crescent Movement to ensure our response is timely, effective, dignified and accountable to the people we serve.

As Director of International Law and Policy, you will play a vital role in shaping how the British Red Cross influences humanitarian policy, strengthens respect for International Humanitarian Law and advocates for people affected by crisis. This role will position the British Red Cross as a leading voice on international humanitarian law and policy, working with governments, policymakers, Movement partners and international stakeholders to deliver meaningful and lasting impact.

Throughout my career I have been inspired by the dedication of frontline staff and volunteers who work tirelessly to support people in crisis. Their commitment reminds us why this work matters and why strong humanitarian leadership is so important. You will be joining a values-led organisation that is committed to humanity, impartiality, neutrality, independence and inclusion, while helping to shape the future of humanitarian action both in the UK and internationally.

If you share our ambition to strengthen humanitarian action, influence policy at the highest levels and help protect the dignity and rights of people affected by crisis, I encourage you to consider this opportunity.

Richard Blewitt
Executive Director International
British Red Cross

Our organisation

The British Red Cross helps people in crisis, whoever and wherever they are. We are part of the global voluntary network responding to conflicts, natural disasters and individual emergencies. And when the crisis is over, we help those effected to recover and move on with their lives.



An image of IRFC workers wearing red overalls in a group, some are shaking hands.

Our work in the UK focuses on:

Emergency response

Supporting individuals and communities to respond and recover from emergencies.

First aid training

Providing life-saving safety and humanitarian skills so individuals are ready to help in crisis.

Health and social care

Helping people during difficult periods in their lives, such as illness or injury.

Refugee and other vulnerable migrants

Helping new arrivals in the UK and working to reunite families separated by conflict.

Advocacy

Every day, we are advocating on behalf of people in crisis and working to improve the humanitarian situation of everyone.

Internationally, we operate in over 30 countries. Overseas, our focuses are:

Emergency response

Supporting communities affected by conflicts and disasters.

Disaster preparedness

In countries that are vulnerable to disasters, giving communities the skills to survive.

Health and social care

Supporting vulnerable communities with a range of health care needs, community based health care, water and sanitation.

International humanitarian law

The Red Cross promotes the international laws governing the way conflicts are fought, minimising the negative effects they have on civilians and combatants.

Our values and principle

Our values point the way to how we behave in our daily work. They sit alongside our Fundamental Principle which underpin everything the movement does.

Our values are:



The seven fundamental principals :

The British Red Cross is committed to, and bound by, it's fundamental principle. The principals guarantee the consistency of the Movement and it's humanitarian work.

The seven fundamental principle are:

1 Humanity

Born to assist without discrimination, the Movement works to prevent and alleviate human suffering and promote lasting peace.

2 Impartiality

It makes no discrimination. It endeavours to relieve the suffering of individuals, being guided solely by their needs.

3 Neutrality

To retain trust, the Movement remains neutral and avoids political, racial, religious or ideological controversy.

4 Independence

Independent and autonomous, National Societies act in line with the Fundamental Principles while supporting public authorities.

5 Voluntary Services

It is a voluntary relief movement, not prompted in any manner by desire for gain.

6 Unity

Each country has one Red Cross or Red Crescent Society, open to all and operating throughout its territory.

7 Universality

The Movement, in which all Societies have equal status have shared responsibilities and duties in helping each other, is worldwide.

Our behaviours

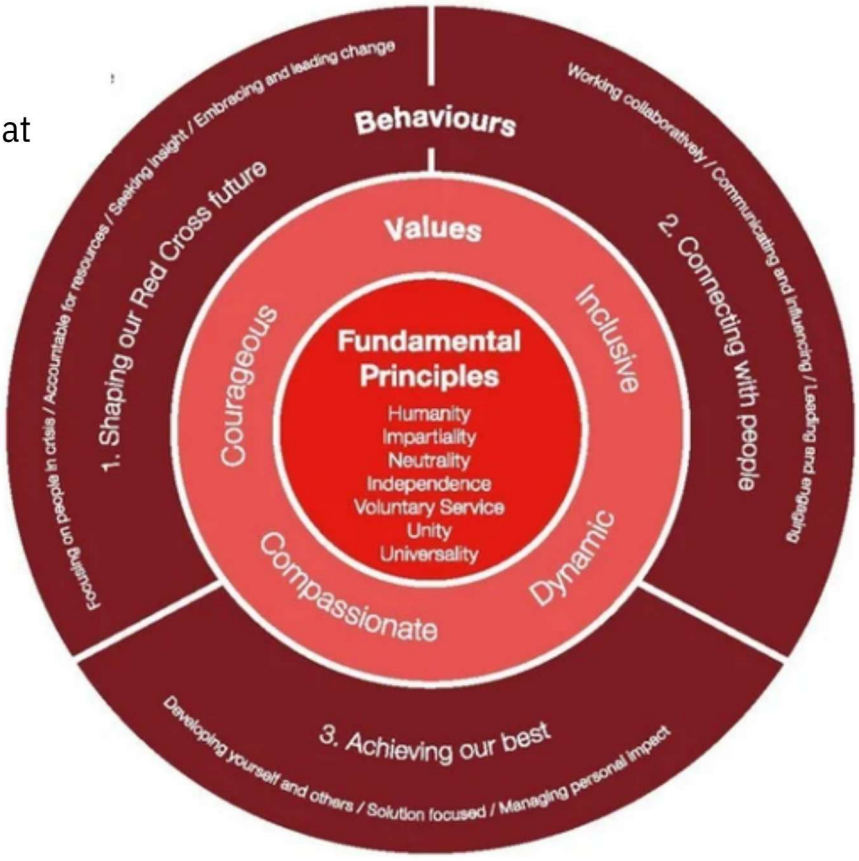
At the Red Cross we have a framework of Fundamental Principal, values and behaviours that guide the way we work. Our leaders model these behaviours every day and embed them into our services.

The comprehensive framework

The Fundamental Principals were created in Vienna in 1965. They bind together the National Red Cross and Red Crescent Societies, the International Committee of The Red Cross and the International Federation of the Red Cross and Red Crescent Societies. This makes the British Red Cross part of a global movement.

Our organisational values - inclusive, compassionate, courageous, dynamic - underpin the culture we want to create at the British Red Cross and inform our decision making.

Our behaviours sit in three clusters - shaping our Red Cross future, achieving our best, connecting with our people - and form a comprehensive framework to support our performance management at all levels. Specific leadership behaviours relevant to this role can be found in the role profile section of this candidate pack and will inform parts of the selection process for this role.



Shaping the Future of Humanitarian Action

This is a rare opportunity to step into one of the most influential and purpose-driven leadership roles in the British Red Cross. As Director of International Law and Policy, you will shape how the organisation responds to some of the most significant humanitarian challenges facing communities in the UK and around the world.

At a time when conflict, displacement, climate-related emergencies and global instability are placing unprecedented pressure on vulnerable populations, you will provide the strategic leadership needed to ensure the British Red Cross remains a trusted and influential voice in humanitarian policy and practice.

As a key member of the senior leadership team, you will set the strategic direction for the organisation's work on international humanitarian law, policy and advocacy, translating evidence, insight and humanitarian principles into meaningful influence and action. Working with governments, policymakers, the International Red Cross and Red Crescent Movement, and external partners, you will help shape decisions, inform public debate and ensure the British Red Cross is at the forefront of the conversations that influence humanitarian outcomes.

This role is about more than policy development. It is about championing the principles that underpin humanitarian action and ensuring the experiences of people affected by crisis are reflected in the decisions that impact them. By strengthening understanding and adherence to International Humanitarian Law, you will help protect the rights, dignity and wellbeing of people affected by conflict, disaster and displacement, while helping to shape a more humane and effective response to crises worldwide. Few roles offer such a powerful combination of strategic leadership, organisational influence and real-world impact.

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis in the UK. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic status or neurodiversity. We particularly encourage applications from candidates who are likely to be underrepresented in the British Red Cross workforce, including people from Black, Asian and minority (or minoritised) ethnic backgrounds, disabled people and LGBTQI+ people.

Role profile

Job Level	**7 Director**
Directorate	**International**
Reports to	**Executive Director, International**
Service/Function	**International Law and Policy**

Scale and scope of the role

Direct Reports	**5**	**Indirect Reports**	**25**
Budgetary responsibility	**£2m**	**Accountability for other resources**	**Variable**

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in Our Leadership Framework attached in the documents section of the advert.

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. Our Leadership Framework, along with our values and behaviours and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about Equity, Diversity & Inclusion (EDI) at the British Red Cross in the 'How we lead & what we value' section of the advert.

Purpose of the role

"Positioning the British Red Cross as a thought leader at the forefront of international humanitarian law and humanitarian policy."



A person wearing a red British Red Cross t-shirt sorting vegetables.

In close collaboration with fellow Directors, increases BRC's humanitarian impact by setting the strategic direction for, and delivering evidence-based, transformative policy solutions to complex humanitarian challenges and by promoting the understanding of, and adherence to, International Humanitarian Law (IHL), related areas of international law and humanitarian principles.

The postholder plays the lead role in positioning BRC as a thought-leader at the forefront of international humanitarian law and humanitarian policy matters, through significant interactions with UK, International, and Movement stakeholders. The Director contributes to BRC's strategic engagement in the Movement through providing internal senior-level advisory support on strategic partnerships.

The Director enhances collaboration and coordination of cross organisation policy considerations and advocacy initiatives and actively works with senior colleagues across BRC to present a corporately united position on both UK and international policy and advocacy, both internally and externally.

Key responsibilities

Humanitarian Policy and Humanitarian Diplomacy

- Develop, shape, and implement BRC's international Policy strategies in order to deliver on the International Strategy and BRC 2030 corporate strategy.
- Design and deliver a thought-leadership strategy, underpinned by a robust evidence-base. This will draw on the key substantive areas of the International strategy, and the critical role of national and local actors in humanitarian action.
- Share insights, analysis, evidence and learning with the international and UK-based humanitarian community and across the Movement.
- Develop the strategic framing for and oversee BRC's bilateral (NS) HD Partnerships.

IHL Implementation, Advice and Training

- Oversee the BRC's International Humanitarian Law (IHL) team and IHL Special Counsel.
- Provide IHL expert advice, training, research and legal support (international agreements, sanctions/CT, RFL/refugee law).
- Draw on IHL, the auxiliary role, and the Fundamental Principles as key underlying elements of our humanitarian policy positioning including Emblem protection.

External Affairs and Influencing

- Oversee the strengthening and elaboration of a dedicated Government Relations capacity within the team, and in cooperation with other teams across the International Directorate
- Convene, facilitate, and support new collaborations and partnerships, drawing in actors from across the Movement, Government and the Commonwealth, the humanitarian sector, the private sector, research institutes, academics and think tanks, and NGOs.
- Oversee the coordination of the BRC auxiliary role relationship with the FCDO and MOD and support the partnerships through training, advisory services and the secondments of humanitarian advisors.

- Act as a senior advisor briefing the Executive Leadership Team and Board of Trustees on international humanitarian policy issues, support executive-level engagement in diplomacy and advocacy on international humanitarian issues in the UK.
- Oversee the BRC's preparations for, participation in and follow up to the International Statutory Meetings.
- Manage relationships relating to Legal, Policy and Governance linked to International.

Organisational Strategy and Development

- Play an active role on the International Management Team to identify and capitalise on opportunities.
- Proactively collaborate with the other UK Directors, to ensure policy coherence and coordinate planned activities across the UK and international areas of responsibility.
- Actively contribute to building a culture of anti-racism, safeguarding and protection from sexual exploitation, abuse and harassment within BRC and the international aid sector.

The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.



An image of the back of a person wearing a Red Cross vest with the Red Cross emblem on it.

Knowledge and skills

Essential:



An image of a person with a Red Cross on their vest loads supplies into a van.

- Educated to master's level or equivalent in subjects related to the sector.
- Knowledge of the International Red Cross and Red Crescent Movement, its current strategy, priorities and ways of working.
- Strong influencing and diplomacy skills.
- Significant knowledge of international humanitarian law, international humanitarian policy and its development.
- Able to think strategically, bring vision and creativity, and develop ideas and encourage new and innovative solutions.
- Self-directing and results oriented, able to plan and deliver work on time.
- Proven track record in the areas of IHL and humanitarian policy leadership.
- Senior level experience in the international humanitarian system or international development sector at strategic level.
- Experience of the International Red Cross and Red Crescent Movement.
- Extensive experience of working in partnership, building operational partnerships and collaborating with a large network of partners.
- Experience of working in a complex global organisation with multiple stakeholders

Desirable:

- Government service
- Experience of commissioning policy research

Additional Requirements:

- Able to travel for up to 45 days per year and operate in a physically demanding working environment.
- Willingness to work in situations of political insecurity.
- Uphold the Fundamental Principles and act with integrity, in accordance with the Society's obligations and values (inclusive, compassionate, courageous, and dynamic).

Terms of Appointment

The successful candidate will receive a competitive salary based on their skills and experience.

Benefits

As well as a rewarding career with a global charity, you'll get access to a wide range of enhanced benefits:

Flexible working – Your work-life balance is important to us that why we offer flexible working from day 1. We'll do what we can to make sure you can work in a way which suits your lifestyle

36 days annual leave (including bank holidays) plus the chance to purchase 5 extra days leave – It's time to refresh. We recognise the importance of plenty of time off to recharge

Training and development opportunities – We want you to be the best you can be. We provide a range of courses and training opportunities to further your development

Maternity, paternity, adoption, shared parental and careers leave – Take the time you need to care for your loved ones

Wellbeing support and advice helpline – Mental health matters. We want all our staff to know they have someone to talk to when they need it most

Pension scheme – We want you to feel secure in the knowledge you can look forward to a comfortable, happy retirement

Employee discounts – As a British Red Cross member of staff, you will be eligible for a Blue Light Card which offers discounts at various well-known shops, restaurants, and brands as well as access to our Reward Gateway

Cycle to work scheme – Hop on your bike and get active. Your physical health and wellbeing is important to us

Season ticket loan – We'll provide an interest free loan to spread out the cost of your commute to work

Learn more about us

How we build resilience

Discover how the British Red Cross supports individuals and communities to prepare for, respond to, and recover from emergencies:

https://www.redcross.org.uk/get-help/prepare-for-emergencies

Our commitment to inclusion

Explore how we are building an inclusive workplace that values diversity, equity, and belonging:

https://www.redcross.org.uk/get-involved/jobs/equity-diversity-and-inclusion

Our Strategy 2030

Read about our long-term vision, priorities, and the impact we aim to achieve by 2030:

https://www.redcross.org.uk/about-us/how-we-are-run/corporate-strategy

Our Fundamental Principles

Learn about the core principles that guide everything we do and shape our humanitarian work worldwide:

https://www.redcross.org.uk/about-us/what-we-stand-for



An image of a person in a British Red Cross jacket stands beside a screen in a classroom setting, gesturing while presenting information.

How to apply

We're delighted you're considering applying for this role. The British Red Cross is committed to creating an open, inclusive and supportive recruitment experience, and we want you to be able to apply in a way that works best for you.

To apply, please submit your application through our online recruitment system by the closing date stated in the advert. You will be asked to provide a CV and supporting information that allows you to demonstrate how your experience, skills and values align with the role. We encourage you to focus on your impact, leadership approach and the insight you would bring to shaping the UK's strategic delivery.

If there is anything we can do to support you through the application process or if you would like to submit your response in an alternative format, such as BSL or video, please contact our recruitment team:

Tel: 0300 004 0554

Email: recruitment@redcross.org.uk

We recognise that leadership potential can be demonstrated in different ways. If this role excites you and aligns with your values and experience, we encourage you to apply, even if you don't meet every requirement in the person specification. Together, we can continue to mobilise the power of humanity so that everyone gets the help they need in a crisis.

Recruitment Timeline*

Role closes to applications:	**3rd December**
First stage interviews:	**Mid December**

*Subject to change



BritishRedCross