



Recruitment Pack

Target Constituencies Development Manager

Summer 2025



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Introduction

from Chris Williams
GPEW Head of Elections and Field

Thank you for taking the first steps towards joining the Green Party staff team!

This is an exciting time for the Green Party. Voters crying out for change are turning to us. With the far right on the rise and Labour offering nothing but dismal austerity, we are the movement that is bringing hope and fresh thinking to a country that sorely needs real change - and soon.

No doubt you saw the inspirational Green MP Caroline Lucas successfully pass the baton to a new generation of Green MPs in 2024.

That Green breakthrough in Parliament, wasn't the surprise to us it might have been to others less involved with the Green Party. We've been consistently breaking records for years - we now have over 800 Green councillors across England and Wales - up nearly 5-fold in 5 years.

We're in administration in more councils than ever before. Our members of the House of Lords have a prominent impact - and our membership has grown to over 60,000 members.

Now, we are scaling up our ambition, growing the team and putting plans in place to make the next General

Election an even bigger success than 2024. We have 39 constituencies where we are already in second place and many more places with thriving local parties who are ready to make the jump to constituency fighting campaign teams.

We are looking for an exceptional person to guide these local parties and campaigners as we write an exciting chapter in our history.

The need for Green MPs has never been greater and this role will play a pivotal role in delivering a huge group of Greens MPs at the next election.

We will be looking to you to lead efforts to ensure we elect Greens who are diverse as the communities we seek to represent. You will organise the training programme that our candidates need to be both great election candidates and fantastic future MPs. And lead our campaign teams up to and through the next General Election.

I can't wait to work with you,

in hope, Chris





Why the Green Party?

Millions of people in our country are feeling insecure and deeply worried about the future.

We live in one of the richest countries on the planet, yet nurses are using food banks, our children's schools are crumbling, a roof over our heads is all too often unaffordable, and hospital and dentist appointments are like gold dust.

Meanwhile, the climate emergency continues to accelerate. Scientists warn that we are on track for global temperatures to rise by at least 2.5°C, beyond levels that humanity can safely survive.

But all this can change. We can create a greener, fairer country together – one in which we are all safer, happier and more fulfilled.

The Labour Government has made it very clear where their priorities lie. They have shown which issues - and sadly, which people - they are willing to sacrifice along the way.

With the far-right on the march and the Tories chasing them into extremism, Britain needs the Green Party now more than ever.



Our Core Values

The Green Party isn't just another political party.
We are guided by these ten core principles.

1

Social and environmental justice

We support a radical transformation of society for the benefit of all, and for the planet as a whole

2

Society's success lies in wellbeing

GDP cannot measure success. Quality of life matters most - human fulfilment and a healthy natural world.

3

Humanity depends on nature

Humankind relies on the diversity of the natural world for our existence - other species are not expendable

4

We must build a sustainable society

The Earth's resources are finite - living beyond those means threatens all of our futures

5

Everybody deserves fairness

Every person, in this and future generations, is entitled to basic material security

6

Considering our impact on others

We must not pursue our wellbeing to the detriment of others - nations, future generations or species

7

An end to discrimination

A healthy society thrives on voluntary cooperation, democracy, and equality, free from all discrimination

8

Grassroots, genuine democracy

We want proper participation and accountability so decisions are taken close to those affected by them

9

Non-violent solutions to conflict

To achieve lasting settlements, we look to non-violent solutions that take everybody affected into account

10

Change involves everyone

Real change takes a combination of winning elections, non-violent direct action and societal changes

The Green Party in figures

- 4** Members of Parliament
- 2** Members of the House of Lords
- 3** Members of the London Assembly
- 800+** Elected Green Councillors
- 460%** Increase in Councillors since 2019
- 170+** Councils with elected Greens
- > 60k** Green Party Members



Sian Berry
MP

Carla Denyer
MP

Adrian Ramsay
MP

Ellie Chowns
MP

Our Four MPs in Westminster

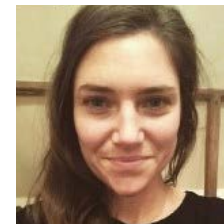
Meet the Team



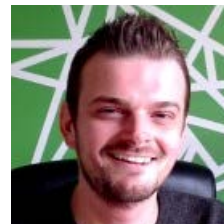
Harriet Lamb
CEO



Chris Williams
Head of Elections



Emma Leigh
Activism Manager



Andi Mohr
National Elections
Manager



Daniella Radice
Local Elections
Manager



Brian Candeland
Elections Officer on
GPEX

Plus

24 Field team
staff

200+ Local
Parties

60k Party
Members

859 Green
Councillors

Overview of the Role

Last year, the Green Party broke through to elect four MPs and secured a record number of votes in England and Wales. This was achieved through discipline and focus in delivery of an effective strategy across a number of years.

The next General Election will see many more opportunities to elect more Greens to Parliament alongside the important task of re-electing our existing four Green MPs.

In this role, the postholder will work closely with colleagues to deliver the support and training needed to help development constituency campaign teams to plan and achieve their ambitious goals in the coming years as they scale up to achieve General Election wins.

This post will play a pivotal role in leading the Green Party to future success, sitting in the Green Party's Field team with its single-minded goal of electing more Greens and breaking new electoral records every year.

The Green Party's Target Constituencies Development Manager will be driven and determined to win. You will find working with others to be energising and will naturally want to help bring out the best in everyone. You will understand what it takes to win votes at a constituency level and you will be absolutely focussed on making a big breakthrough at the next General Election.

You will prepare the party for the next General Election, expected in 2028/29, and manage central party support for development constituencies as they begin the campaigns that will lead to our next Green MPs.

Key Responsibilities

- 1 Lead a large-scale constituency support programme for development and target constituency campaigns
- 2 Working as the key liaison between the local and national party structures, work collaboratively to ensure that campaign strategies and delivery are effective and robust.
- 3 Monitor campaign metrics to support campaign teams to track their progress.
- 4 Work with the Activism Manager to provide training for target and development constituency candidates and provide input to the training and personal development of all General Election candidates.
- 5 Lead a team of General Election campaign staff directly supporting constituency campaigns and work to develop staff and volunteers who wish to step up as campaigns progress.
- 6 Lead work to ensure constituency campaigns have effective fundraising plans.
- 7 Oversee development and learning within the General Election ground campaign team through a programme of opportunities for staff to network and learn from one another, as well as to undertake individual formal or informal training.
- 8 Work with colleagues across the party in delivery of a Parliamentary by-election campaign.
- 9 Inform drawing up future staff proposals for a scaled up General Election team with a view to recruiting campaign staff in the two phases of 2025-2027 and 2027 to the General Election short campaign.
- 10 Participate in and support selected projects from time to time commensurate with the role.



Person specification

Skills, abilities & experience

- Demonstrable success at campaign management within the 'First Past The Post' electoral system.
- Ability to lead the development and implementation of complex strategic plans.
- Visible and motivating leadership to stakeholders and to members nationwide.
- Strong interpersonal, negotiation and diplomacy skills.
- Ability to communicate concisely, with precision and with clarity in visual, written and verbal form.
- Experience of development and management of staff and volunteers at scale.
- Ability to lead within a complex consensus-based decision-making culture and able to manage competing proactive and reactive needs whilst delivering results.
- Resilient and able to prioritise a high workload.

Knowledge

- The strategy and tactics required to run campaigns to elect MPs.
- Effective training techniques for development of others.
- Effective quantitative and qualitative research methods.

Attitudes & circumstances

- Extremely motivated to see the Green Party succeed electorally
- Committed to excellence.
- Eligible to work in the UK
- Not a member of another political party in England or Wales.



Salary and benefits

Salary

£42,417 to £46,603

(Points 25-30 on the GPEW salary scale)

Contract

Full time, permanent contract. Flexible working is very possible - we will be very happy to discuss this with potential candidates and once in the role.

Location

The role is principally home-based with regular travel around the country, and the option to work from our central London office base.

Holidays

The Green Party values work-life balance. Full-time staff receive 38 days of annual leave (including bank & public holidays) to be used outside of major election periods.

Employee assistance programme

24/7 free, confidential support and advice for personal, professional and legal matters, available to staff, their partners & household dependents



How to apply

The Green Party uses the Applied recruitment system. It will ask you a series of questions to support shortlisting for this role. Each question is based on one or more of the attributes listed in the Person Specification and your answers will be scored based on how you demonstrate the attributes relevant to the specific question being asked. To ensure fairness, applications are judged on an applicant-blind basis.

Ready to apply?

Please go to the applied job link on this page begin your application. Good luck!

All welcome

We welcome applicants from all backgrounds and communities, in particular those that are currently under-represented within our staff team. This includes, but is not limited to, people from minority ethnic groups and those who identify as disabled. The Green Party is a Disability Confident employer, meaning we offer interviews to all disabled candidates who meet the essential criteria of the person specification.

Any questions?

Questions and discussions about the role are welcome. Please email chris.williams@greenparty.org.uk



Promoted by Chris Williams on behalf of The Green Party, both at PO Box 78066, London, SE16 9GQ