
HR Interim Role

Location: Home-based in the UK.

Contract: Consultancy/contract (inside IR 35) full-time 3 -6 months.

Reporting to: Chief Operating Officer

Salary: £300 -£350 per day (via an umbrella company).

WeProtect Global Alliance will not be responding to expressions of interest or applications sent by third parties (agencies, brokers or recruitment specialists).

WeProtect Global Alliance is looking for a HR specialist to support the Executive Team ensure our HR operations and people functions support a small team to remain impactful, compliant and supported to deliver an ambitious global mission.

From employee culture and engagement to training and development and ensuring our existing policies and procedures remain compliant with the forthcoming Employment Rights Bill (2025) you will play a key role in ensuring we create and foster a supportive, inclusive and collaborative work environment that celebrates individuality and supports our brilliant and dedicated workforce (based in the UK and Belgium) to contribute and drive the delivery of a global mission.

Please only apply if you have experience working in a child protection and/or child-centric organisation.

An overview of our key asks of you:

- **Human Resources and Employment Law Expertise:** Rapidly review our existing organisational and people procedures and processes to ensure they reflect best practice to support deliver our mission with a specific emphasis on ensuring the organisation is responsive to changes in employment law whilst remaining a fair, safe and inclusive environment that inspires and motivates the team.
- **Employee Life-Cycle Management:** Oversee and support our recruitment, induction, performance, conduct management, succession planning and exit process.
- **Culture and engagement:** Advise the Executive Team on how best to enhance employee culture, engagement, aligning with the organisation's vision and values.

-
- **Business Alignment:** Advise the Executive Team on how best to ensure our organisation and People functions align with the WeProtect Global Alliance's forthcoming strategy.
 - **Change Management:** Advise the Executive Team on change management initiatives and incentives plans to ensure our workplace continues to celebrate individuality and encourages fresh ideas.

This is an exciting opportunity to join our team at a pivotal point in our evolution and you will need to possess very good interpersonal skills, show strong resilience and have the ability to work with the Executive Team to ensure we have robust processes and procedures to get the best out of our most important asset, our workforce.

You will be a confident multi-tasker, with good communication and relationship building skills, who is able to priorities and time manage a busy workload.

You will have a proven record of delivering a strong and high quality HR service with genuine empathy and as such we are looking for an HR specialist who is comfortable dealing with a wide range of HR activity, confident, willing to multitask and undertake duties that will support our team in the immediate and long term.

Our mission is global in focus but we have a small workforce footprint and as such we require a highly skilled and motivated individual who has strong ethical standards and demonstrable commitment to the values of WeProtect Global Alliance.

About WeProtect Global Alliance

The internet was not created with children in mind and can be unsafe for children to explore. Every phone and computer is a potential gateway for offenders seeking to sexually exploit children. Our Alliance generates political commitment and practical approaches to make the digital world safe and positive for children, preventing sexual abuse and long-term harm.

Our Alliance's geographical reach is unprecedented: 103 governments are members along with 82 private sector companies, 126 civil society organisations and 10 intergovernmental organisations. This diverse membership is key to our ability to deliver real change. Together, we break down complex problems and develop policies and solutions to protect children from sexual abuse online. More information on who we are and what we do can be found at www.weprotect.org.

WeProtect Global Alliance is supported by a high-performing secretariat of eleven staff based in the UK and Belgium and is overseen by an influential Global Policy Board.

Diversity, Inclusion and Equality

We welcome applications from all sections of the community, regardless of age, sex, gender (inclusive of gender identity), ethnicity, disability or sexual orientation. We particularly welcome applicants from ethnic minorities and other underrepresented groups.

Safeguarding and Values

As a child focused organization, we have a strong commitment to child safeguarding and rigorous procedures. The successful candidate will be required to provide two professional references and undergo a background check.

All staff are expected to act at all times in a manner consistent with our values and in compliance with our policies and procedures, including our Safeguarding Policy and Code of Conduct.

Our values are:

- **Empowerment** – collaboration, innovation, challenge
- **Accountability** – responsibility, delivery, safeguarding
- **Respect** – honesty, feedback, inclusion

Recruitment process

Applicants should provide an up-to-date CV as well as a covering letter of no more than two pages setting out why you want to work for WeProtect Global Alliance and summarising how your experience and expertise will ensure we deliver the key asks outlined in this document.

Applications should be sent to careers@weprotectga.org titled 'HR Interim Position – [applicant's name]'

Deadline: midday (GMT), Friday 18th April 2025.