

Senior Communications & Public Affairs Officer

APPLICATION PACK



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A welcome from Sanchita, our CEO

Hello, and thank you for your interest in joining the British Institute of Human Rights (BIHR), we're really pleased to share this information with you!

Hello, and thank you for your interest in joining the British Institute of Human Rights (BIHR), we're really pleased to share this information with you! This job pack is comprehensive, as we want to provide as much information as possible to help find our new colleague.

At BIHR, we believe human rights are not abstract principles – they are practical tools that help people live with dignity and fairness every day.

The next five years will be critical. The Human Rights Act and European Convention on Human Rights remain vital safeguards, yet they face unprecedented political and ideological challenges. Repeal and withdrawal are openly discussed as mainstream promises, and hostility toward universal rights is creeping into policy debates. At the same time, communities and public services are under immense pressure, and civil society is stretched.

This is why BIHR's work matters more than ever. Our new strategy focuses on embedding human rights in everyday systems – health, care, education, housing, and welfare – while amplifying authentic voices to influence law and policy. We are committed to defending the Human Rights Act and ensuring it is not only protected but actively applied to deliver dignity, equality, and justice.

As Senior Communications & Public Affairs Officer, you will play a pivotal role in this mission. You'll help us champion human rights in the public arena, shape narratives, and influence decision-makers at a time when these protections are at risk.

You'll also be joining a small but mighty team – highly skilled, deeply committed, and well respected for our impact both on the ground and in national policy debates. We work collaboratively, flexibly, and with creativity, supporting each other to deliver work that makes a real difference.

If you share our belief that human rights are the backbone of everyday justice – and want to use your skills to make a real difference – we'd love to hear from you.

Warm wishes

A handwritten signature in black ink that reads "Sanchita". The signature is fluid and cursive, with a large 'S' and a long tail.

Sanchita Hosali, CEO, BIHR

About BIHR

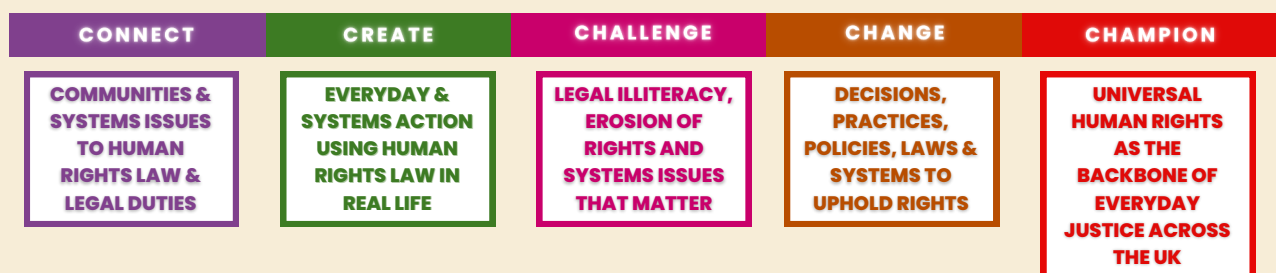
The British Institute of Human Rights (BIHR) is the UK's dedicated Human Rights Act (HRA) practice and policy charity.

Our mission to champion the HRA as a practical tool for everyday justice, equipping civil society, communities, public bodies, and policymakers to embed it in law, policy, and services. Through practical legal expertise, collaboration, evidence, and lived and practitioner experience, we drive systemic change and build a society where dignity, fairness, and equality are realised in daily life.

We want to see a UK where human rights are embedded across everyday systems in national and local law, policy, and public services; enabling dignity, equality, and justice for all.

This means people, communities and public bodies are empowered, connected, and resilient, using the HRA to drive systemic change and uphold universal protections. Within this, BIHR is the trusted authority championing the practical realisation of human rights in daily life and policy.

Our approach is grounded in law, powered by lived and practitioner experience, and focused on practical change. At BIHR we:



We focus on five everyday systems where human rights can transform people's lives and shift hearts and minds: health, care, education, housing, and welfare. We are a genuinely UK-wide charity: respected, collaborative, and evidence-led. We work with rights-holders and duty-bearers to ensure the HRA/ECHR is not only defended but actively and effectively championed through implementation.

This year we launch our new 5-year strategy, intended to see us through the next General Election in delivering our mission and vision.



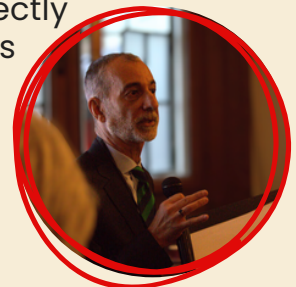
Working with human rights duty bearers

This role has a leading part in championing BIHR's change model, which works with people who are both HRA rights-holders (all of us!) and those who are duty-bearers within the state and public bodies and services. We believe real, everyday change happens when duty-bearers understand and apply human rights in practice. Public body staff often want to do the best for the people they support, but face tough decisions, limited resources, and complex legal frameworks. The HRA provides a clear legal duty for public authorities to uphold rights wherever possible. By equipping staff with the knowledge, confidence, and legal tools they need, we help them make rights-respecting decisions even under pressure, balancing risks with rights and improving outcomes for people accessing services.



BIHR as a charity

BIHR is a registered charity, which means we operate within Charity Law and report to the Charity Commission. We do not exist for a political purpose, we are not party-political, and we only campaign where it directly furthers our charitable objectives. Our charitable objectives are to promote and protect human rights as set out in UK law primarily the ECHR and HRA. We do not work on international human rights law beyond the ECHR's application in the UK, nor do we work outside the UK.



BIHR is governed by a **Board of Trustees**; chaired by Imran Khan KC. The Trustees delegate the running of BIHR to the CEO, Sanchita Hosali, who leads our talented **staff team**. We are a small, active team, committed to the work we do, and to maintaining a positive and supportive team environment.

Working in the current context

The UK is at a crossroads for human rights. The HRA and ECHR face sustained political hostility, with repeal and withdrawal openly discussed as mainstream positions. Populist narratives are eroding public understanding of universal rights, while public services and civil society are under immense strain. This is not a time for reactive, emergency campaigning – it is a time for proactive, strategic action. BIHR's approach is grounded in law and powered by lived and practitioner experience. We work to embed human rights in everyday systems and influence national policy debates, ensuring protections are not only defended but actively applied. At BIHR you will be part of a respected, agile team shaping the future of UK human rights.

What We do and do not do

BIHR's role is focused, strategic and connected to the ground. Our independence and clear remit allow us to be a trusted source of expertise for rights holders and duty bearers, supporting others to use human rights law effectively in their own contexts.

BIHR's role is focused, strategic and connected to the ground. Our independence and clear remit allow us to be a trusted source of expertise for rights holders and duty bearers, supporting others to use human rights law effectively in their own contexts.

We do not provide individual legal advice, take on casework, or act as a campaigning organisation on single-issue agendas. Nor do we work exclusively with particular communities or thematic issues. This is because our purpose is to embed the Human Rights Act (HRA) and European Convention on Human Rights (ECHR) across systems, with communities, rather than addressing isolated problems. By focusing on practical application, capacity-building, and systemic change, we maximise impact and avoid duplicating the work of legal representatives, advice services, or issue-specific campaign groups.

We do not seek to reinvent the wheel but to ensure the strong human rights framework we already have is put into practice. Too often, efforts move quickly to the next issue, overlooking the vital work of implementation — the “doing” that makes human rights real. Achieving change is not just about setting new agendas, telling stories of potential, or waiting for violations to remedy. We need investment in the everyday work embedding human rights in practice and amplifying the stories of transformation already underway.

Our focus is on everyday systems — health, care, housing, welfare, and education — where the HRA can make a tangible difference in people's lives. By concentrating on these universal areas, we build solidarity and connect human rights to daily experiences, helping to shift hearts and minds. We do not directly focus on specific themes such as immigration, criminal justice, protest rights, or data and technology, where specialist expertise already exists. But via collaboration and relationships across the human rights and public law sectors means we share insights that strengthen those areas.

Our independence and clear remit allow us to be a trusted source of expertise for rights holders and duty bearers, supporting others to use human rights law effectively in their own contexts.

We don't go to court.

**WE WORK ON THE GROUND
WITH COMMUNITIES, GROWING
HUMAN RIGHTS OWNERSHIP.**

We don't give legal advice.

**WE BUILD PEOPLE'S CAPACITY
AND CONFIDENCE TO USE
HUMAN RIGHTS ADVOCACY.**

We don't campaign for new laws without implementation.

**WE MAKE UK HUMAN RIGHTS
LAW WORK, TAKING THEM
FROM PAPER TO REAL CHANGE.**

About the role

This is a senior communications and public affairs role with strategic importance at a critical moment for human rights. The next five years will determine whether the Human Rights Act and ECHR survive and thrive or are dismantled. Your work will help safeguard these laws by amplifying authentic voices, shaping national debates, and embedding human rights in everyday systems such as health, care, education, housing, and welfare.

You will be key to developing and delivering BIHR's external communications and parliamentary engagement, ensuring our message cuts through political noise and resonates with policymakers, practitioners, and the public. This is an opportunity to join a small but mighty team – highly skilled, deeply committed, and well respected for its impact both on the ground and in national policy debates – and to play a pivotal role in defending and advancing human rights when it matters most.

Who is this role suitable for?

This role is ideal for someone who combines strong communications skills with policy and advocacy experience. You'll need:

- ☒ A solid understanding of the Human Rights Act and its practical application.
- ☒ Confidence and solid experience engaging with parliamentarians, government officials, media, and stakeholders.
- ☒ Excellent writing skills to translate complex legal issues into plain language.
- ☒ The ability to manage multiple priorities and deliver work in a dynamic and evolving context.
- ☒ A collaborative approach and enthusiasm for working in a small, enthusiastic, remote team.

You should be based within one hour of London, as the role will likely include regular meetings at Westminster and Whitehall. If you thrive on making an impact and want to be part of a team that is small but mighty – respected for its expertise and influence – this role is for you.

Please note this is not an entry level role.

Not sure if you have what we're looking for?

The Job Description of the role, and the Person Specification, setting out the knowledge, experience, and skills required for the role, can be found on the following pages. We have attempted to be as detailed as possible to give you a real sense of the role, and working at BIHR. Don't rule yourself out if your experience isn't an exact match. We value diverse skills and perspectives. If you can demonstrate:

- ✓ strong communications ability,
- ✓ experience or understanding of law and parliamentary processes,
- ✓ policy insight grounded in human rights,
- ✓ commitment to BIHR's mission,

then we encourage you to apply. Use your application to show us how your experience – whether in media, advocacy, law, or community work – equips you for this role. Our recruitment process includes real position tasks and scenarios, so you'll have the chance to show your skills in action.



Key role information

JOB TITLE

Senior Communications & Public Affairs Officer

REPORTS TO

Head of Policy & Programmes

WORKS WITH

All staff, Lived Experience Experts, consultants, volunteers (when relevant), partners. There is no line management in this role.

SALARY

Salary Band: £35,000 – £38,950. It is BIHR's practice to appoints at the start of the band, unless there are genuinely exceptional circumstances.

CONTRACT

Initially, an 18-month fixed term contract, with 6-month probationary period. (All positions are subject to funding).

WORKING HOURS

Full-time, 35 hours a week, worked Monday – Friday. However, we are open to this being a 0.8FTE role.
TOIL policy operates for out of hours work, including where travel and/or overnight stays are required.

LOCATION

This is an almost entirely remote role, primarily working from home (set up provided). A monthly staff meeting takes place in London for a shortened working day with a catered team lunch. Staff have access to a quarterly budget for their own external flexi desk arrangements for several days a month (subject to policy). Travel costs to/from the London meeting and flexi-desks are at the employee's own expense. This role is likely to include in person meetings and events, primarily (but not exclusively) in London, which is why living with proximity of London (1 hour's standard travel) is needed. BIHR covers the cost of such work-related travel in line with our policies and processes (but not other noted travel costs).

LEAVE

- 26 days annual leave per year (FT) + an additional day after 2 years, up to a max of 5 additional days.
- Bank holidays
- Discretionary Birthday leave – on the day or nearest to it if falls on a weekend/non-working day
- Discretionary 2 week closure Christmas – New Year.

PENSION

Auto-enrolment scheme (after 3-month waiting period) with 5% employer contribution (min 3% employee contribution).

BENEFITS

- Occupational sick pay (after probationary period).
- Decompression time for staff delivering services.
- A range of paid leave, including maternity and paternity, emergency, dependent, compassionate leave.
- Flexitime.
- TOIL policy.
- Monthly wellbeing time.
- Year end closure Christmas to New Year (not annual leave).

Job Description

All staff members are required to deliver their work in accordance with BIHR's core mission, always acting in the best interest of the charity. A genuine commitment to supporting positive change through the use of the Human Rights Act working with rights holders, duty-bearers, and policy officials, across the UK is required at all times. The purpose of this role is to support BIHR to secure and safeguard the Human Rights Act (HRA) and the European Convention on Human Rights (ECHR) – both as essential protections and as practical levers for rights-respecting law and policy. Driven by the HRA standards, you will translate lived and practitioner experience from BIHR's programmes into evidence-informed policy positions, advocacy, and public communications that influence decision-makers across our five priority areas: health, care, education, housing, and welfare. The main aspects of the role are:

- A.** Communications
- B.** Evidence gathering, policy analysis and positioning from a rights-based approach
- C.** Government & Parliamentary Engagement
- D.** Stakeholder Engagement & Representation
- E.** Other Organisational Requirements

A. Communications

You will lead BIHR's external communications by managing media engagement, digital content, and website consistency to ensure our human rights messaging is clear, accessible, and impactful.

- ☒ Draft media messages and press releases (proactive/reactive) under the guidance of the Head of Policy & Programmes and CEO, with clear human rights (HRA) framing.
- ☒ Identify and secure media opportunities that amplify BIHR's voice on securing the HRA/ECHR and rights in practice in our 5 key areas (health, care, education, housing, welfare).
- ☒ Manage content and consistency for BIHR's website, working collaboratively with colleagues producing content and those managing the relationship with our website provider. Create engaging social

- ✓ Create engaging social content that shares BIHR's impact, voice and views, explaining how the HRA enables rights-respecting decisions.
- ✓ Maintain a content calendar aligned to policy/public affairs milestones across HRA/ECHR and health, care, education, housing, welfare.
- ✓ Track engagement metrics and adapt strategies to maximise reach among policy-makers, practitioners, and affected communities.

B. Policy Evidence, Analysis & Positioning

You will drive BIHR's evidence-informed policy work, using the HRA/ECHR and lived experience to develop robust positions and practical recommendations that secure human rights in law, policy and practice.

- ✓ Lead policy research grounded in the HRA and ECHR framework, developing robust, evidence-informed positions that reflect on-the-ground experience.
- ✓ Translate complex human rights issues into clear, actionable recommendations for government and stakeholders, focused on practical HRA duties and powers.
- ✓ Collaborate with BIHR delivery team colleagues, programme partners, and people with lived and practitioner experience to shape policy that secures rights in practice.
- ✓ Draft high-quality materials (briefings, reports, consultation responses, letters, messaging) that explain rights in practice and proposes solution-oriented policy changes.
- ✓ Develop BIHR responses to consultations, calls for evidence, and reviews, founded on HRA/ECHR compliance and experience-informed insight.
- ✓ Develop and maintain policy positions that both defend the HRA/ECHR and harness the HRA's mechanisms (e.g., public authority duties, Section 6 compliance, Section 3 interpretation) to drive rights-respecting law/policy in 5 key areas: health, care, education, housing, welfare.
- ✓ Build and sustain BIHR's internal knowledge base on the HRA/ECHR and priority policy issues, ensuring programmes-to-policy feedback loops.
- ✓ Horizon-scan to identify risks and opportunities to the HRA/ECHR and to advance rights-respecting approaches across BIHR's five areas.

C. Government & Parliamentary Engagement

You will actively engage with political and parliamentary processes, building trusted relationships, identifying opportunities, and delivering targeted advocacy that protects the HRA/ECHR and promotes rights-respecting law and policy.

- ☒ Monitor UK parliamentary proceedings and brief colleagues promptly, highlighting implications for the HRA/ECHR and BIHR's priority sectors.
- ☒ Identify opportunities within political and policy-making processes to secure the HRA/ECHR and promote HRA-enabled, rights-respecting law/policy.
- ☒ Support the Head of Policy & Programmes in building relationships with parliamentarians, Ministers, government officials (UK and devolved), focused on practical human rights implementation.
- ☒ Build strong connections with parliamentary office staff to enable targeted engagement and timely influencing.
- ☒ Represent BIHR at political and policy meetings/events, connecting lived/practitioner experience with legislative and regulatory agendas.
- ☒ Develop and deliver advocacy plans that defend the HRA/ECHR and advance rights-respecting reforms across health, care, education, housing, welfare.
- ☒ Maintain expert knowledge of the legal and political context of the HRA/ECHR and communicate implications for public authorities and lawmakers.
- ☒ Ensure evaluation and reporting measures are in place for public affairs activity, tracking influence and impact.

D. Stakeholder Engagement & Representation

You will represent BIHR externally and build strong partnerships with key stakeholders to amplify our mission and ensure collaboration drives rights-respecting law and policy.

- ☒ Build and maintain relationships with government officials, parliamentarians (MPs, Peers, Committees, APPGs), civil servants,

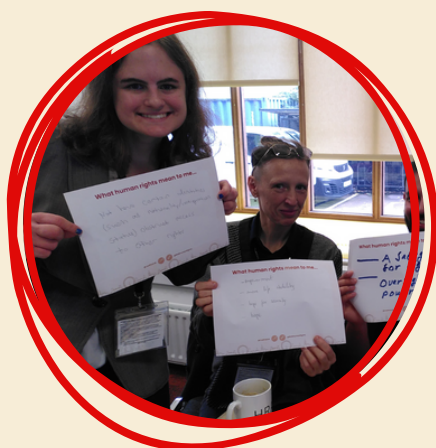
NGOs, researchers, policymakers, and legal professionals, centred on defending the HRA/ECHR and advancing rights-respecting practice.

- ✓ Actively represent BIHR at external meetings, events, and networks, feeding in HRA/ECHR expertise and lived/practitioner insights, and gathering intelligence to inform policy and advocacy.
- ✓ Ensure stakeholders receive clear, timely communication of BIHR's policy positions, resources and opportunities to collaborate.
- ✓ Identify and cultivate collaboration, and influence opportunities, within stakeholder groups and networks to secure the HRA/ECHR and to embed rights-respecting approaches.

E. Other Organisational Requirements

You will contribute to BIHR's organisational priorities, working collaboratively and proactively to maintain high standards and deliver our strategic objectives.

- ✓ Operate within BIHR's policies, procedures, delivering strategy and priorities.
- ✓ Work collaboratively and support colleagues.
- ✓ Take initiative to improve processes, reporting issues to the line manager and implementing improvements.
- ✓ Any other relevant duties as required by the CEO and/or Head of Policy & Programmes or Head of Operations.



Person Specification

All staff members are required to deliver their work in accordance with BIHR's core mission, always acting in the best interest of the charity. A genuine commitment to supporting positive change through the use of the Human Rights Act working with rights holders, duty-bearers, and policy officials, across the UK is required at all times. The purpose of this role is to support BIHR to secure and safeguard the Human Rights Act (HRA) and the European Convention on Human Rights (ECHR) – both as essential protections and as practical levers for rights-respecting law and policy. Driven by the HRA standards, you will translate lived and practitioner experience from BIHR's programmes into evidence-informed policy positions, advocacy, and public communications that influence decision-makers across our five priority areas: health, care, education, housing, and welfare. The main aspects of the role are:

Essential

General attributes

- ☒ Genuine commitment to BIHR's mission and our focus on the practical implementation of the Human Rights Act HRA and ECHR.
- ☒ Understanding of the importance of equality and non-discrimination under the law, primarily the HRA and Equality Act.
- ☒ A proactive, "can-do" attitude with confidence to take on new tasks, problem-solve, and support others, combined with an efficient, reliable, and flexible approach that demonstrates initiative.
- ☒ A collaborative team player who thrives in a small organisation, while being self-motivated and able to work effectively both remotely as part of a virtual team and face-to-face when required.
- ☒ Commitment to working in the charity sector, with an understanding of what it means to work for positive change within the current law.

NOTE: we use campaigning as a tool, but we are not a campaigns or pressure group. This means understanding and working within the charity legal framework, including the importance of cross-party engagement and avoiding party-political bias (internal training and guidance provided).

- ✓ Based within 1 hour of travel to central London and with the ability to attend regular meetings there, plus the ability to travel across the UK when needed.

Human rights and legal knowledge

- ✓ An aptitude for using the Human Rights Act (HRA) as an analysis tool and confidence in discussing its content and application, beyond academic study.

Note: a law degree is not essential, BIHR provides internal learning to deepen HRA/ECHR expertise. However, this role is a senior one and therefore does need a strong readiness to build any gaps in legal knowledge quickly in order to be able to communicate confidently about the law, and specifically the Human Rights Act in policy positions, briefings, submissions, and advocacy.

- ✓ Strong ability to understand how UK law works (statutes, case law, regulatory frameworks, parliamentary process), and to analyse how proposals engage HRA duties and rights.
- ✓ The ability to assess risks/opportunities to the HRA/ECHR, identify relevant legal mechanisms, and propose realistic, rights-respecting policy solutions.
- ✓ Ability to translate legal requirements into practical, experience-informed recommendations for law and policymakers.

Policy, political & research skills and experience

- ✓ Demonstrable experience in policy work, including understanding of UK political & parliamentary processes (devolved experience also valued).
- ✓ Experience planning, developing, and implementing policy projects, including submissions, evidence gathering, briefings, guides and events.
- ✓ Experience conducting policy-based research, both desk-based/legal and participative with stakeholders.
·Strong networking and relationship management skills, with experience engaging senior stakeholders.
- ✓ You are not expected to have existing policy or practice expertise across BIHR's five issue areas (health, care, housing, education and welfare). Relevant sector knowledge in one or more of these areas will be an advantage, but the priority is confidence in working to BIHR's established approach: gathering and analysing evidence, drawing on

sector expertise from BIHR's work, colleagues and the Rights Committee, and developing robust, human-rights-based policy positions aligned with the Human Rights Act.

Digital & communications skills and experience

- ☒ Excellent verbal and written English skills, with the ability to tailor communication for diverse audiences.
- ☒ Ability to translate complex legal issues into plain, engaging language for non-legal audiences.
- ☒ Experience in media engagement, including drafting press releases and liaising with journalists.
- ☒ Skilled in Canva for creating visually engaging content (images, videos) and brand-compliant templates for colleagues to use.
- ☒ Experience managing social media channels, including use of scheduling platforms and adapting content for engagement.
- ☒ Experience producing and sending regular eNews and managing CRM systems (e.g., Brevo).
- ☒ Ability to manage website content and consistency, working with colleagues and external providers.
- ☒ Excellent attention to detail and accuracy, including meticulous proof-reading and editorial support to colleagues.

Organisational & computing skills and experience

- ☒ Excellent self-administration and time management skills, with the ability to prioritise and manage multiple tasks simultaneously to a high standard.
- ☒ Ability to work to deadlines in an evolving context, including when working remotely, and to adapt to a fast-moving environment.
- ☒ Proficient in Microsoft 365 suite, primarily Word, Excel, PowerPoint, Outlook, Teams and Planner (internal guidance provided).

Desirable

- ☒ Experience connecting lived/practitioner experience to legal standards to develop evidence informed, practice-ready policy materials.
- ☒ Understanding of accessibility standards for social media and digital content.
- ☒ Knowledge of devolved administrations and their human rights frameworks.
- ☒ Familiarity with charity campaigning regulations and advocacy best practice.
- ☒ Experience of developing Easy Read materials and/or other accessible information and/or co-production.

* Internal guidance and/or training and/or colleague support is provided across all these elements for when needed in this role.

To apply for this role

General information

You can find all the documents to apply for this role on [our website](#).

Please apply only using the Application Form. Please read the application form carefully and complete it according to the instructions, ensuring you have carefully read the Job Description and Person Specification.

Please send your completed Application Form as a Word Document to vacancy@bihr.org.uk. Please do not PDF the document or send in other formats; as explained below we use anonymous shortlisting.

Please **do not** submit a CV and cover letter instead of using the application form OR paste these into the application form instead of completing the form. Such applications will not be considered. Incomplete application forms will also not be considered.

If you wish to, you may also submit the optional Equality and Diversity Form with your application form. As the form states, this will be separated from your application and remain anonymous. We ask applicants to complete this, if they choose, to help us understand who we are reaching; this helps us meet part of our legal duties under the Equality Act.

We understand that there is an increasing use of AI in all areas, and candidates may use this in their applications. However, we strongly urge you to use this only for basic processes such as refining your ideas, researching any public information that is helpful in preparing your application or checking the spelling, grammar and clarity of what you have written. We consider the following to be **unacceptable usage** in applying for a role: inflation or invention of skills, experience, etc; creating responses and copying these into applications; and completing any of the assessments, tasks or tests associated with the application or interview. This is because BIHR is a primarily a knowledge-based organisation; the skills, experience and expertise of our staff is key to our work.

Completed applications must be received by 10.00 am on Wednesday 11 March 2026. We regret that late applications will not be considered.

Shortlisting information

We use anonymous shortlisting; this means the page of your application with all your personal details (and the final page with your signature) will be removed before being reviewed and scored by the short-listers. Please do not include other identifying information in the remainder of your application.

Showing how you meet the person specification is a vital part of the Application Form. For guidance, we score essential criteria using the following table for shortlisting:

- | | |
|---|---|
| 0 | Criteria in person specification not met. |
| 1 | Criteria referenced by no or low evidence / examples of meeting. |
| 2 | Criteria partially met, some relevant evidence / examples provided. |
| 3 | Criteria fully met, strong relevant evidence / examples provided. |

The more points you score against all the criteria, the greater the chances of you being selected for interview.

We will let candidates know whether they have been selected for interview by Thursday 2nd April 2026. If you have not heard from us by this date, you may assume that you have not been shortlisted on this occasion.

We regret that, due to the number of applications we receive, it is not possible for us to respond to all applicants; only shortlisted candidates will be contacted.

Selection information

We operate a thorough selection process, based on various aspects of the role, to ensure that candidates can demonstrate their suitability, and that they get a good understanding of the nature of this position.

Our process is comprehensive, in order to give you a complete understanding of the role and BIHR to show your suitability.

Our standard process consists of:

- An online interview with a panel with 50% seen and 50% unseen questions, and the opportunity to ask us questions. We will provide 50% of the interview questions in advance with candidate. The interview will last approx. 90 mins.
- A prepared task will be incorporated into the interview (max 10 minutes). Candidates will receive details to complete the task beforehand and then discuss this at interview with the panel.
- A timed written task (max 60 minutes) which you will be asked to complete on the day of the interview. (You will not be given full details of this task in advance as it is intended to be an unseen task).

Our preference is to use a through process and to interview once and well, rather than multiple rounds. However, in the event of closely matched candidates we may ask for a follow up interview and/or task and/or we may make use of Hogan Assessments to help assess suitability.

Interviews will be online via Microsoft Teams, and you must be able to use this platform to attend interview. Interviews are likely to take place in the week of 13 April 2026. The Panel will consist of BIHR's CEO, Sanchita Hosali, and Head of Policy & Programme, Carlyn Miller, and may include an additional third person.

Guaranteed interview: disabled applicants

Please note: BIHR operates a Guaranteed Interview Scheme for disabled applicants who meet the minimum criteria for the role, which are set as fully meeting 70% of the person specification essential criteria. The application form includes a tick box to be considered for this scheme. If you would like further information about our policy on this, please email us on vacancy@bihr.org.uk (marked "SCPAO 2026 Guaranteed Interview Scheme" in the subject title).

Keep Connected

EMAIL:

info@bihr.org.uk

WEBISTE:

www.bihr.org.uk

ENEWS:

www.bihr.org.uk/news-blogs/our-enews

CoRESPONDENCE (not for applications)

BIHR, 167-169 Great Portland Street, Fifth Floor, London W1W 5PF

ANSWERPHONE:

020 3039 3646

The British Institute of Human Rights is a registered charity (1101575) and registered company (4978121).