

Migrants' Rights Network

Chief Executive Officer

Candidate Information Pack

Nov 2026

Eastside People

Migrants' Rights Network

Everyone free to move and no one forced to



Welcome from our Chair

Dear Applicant,

Thank you for your interest in becoming the next Chief Executive of Migrants' Rights Network (MRN).

MRN stands in solidarity with all migrants in their fights for rights and justice. We believe that everyone should be free to move and no one should be forced to move, and that nobody's access to safety, rights and security should be determined by their immigration status. At a time when migration is too often used as an easy scapegoat by politicians and the media, our work to challenge hostile policy, shift harmful narratives and build collective power matters more than ever.

We are entering an important period of transition and renewal. We are strengthening our systems, culture and governance, and developing our next organisational strategy. Our new Chief Executive will lead MRN through this next phase and play a central role in shaping what the organisation becomes.

We are looking for an experienced leader who is values-led and deeply committed to abolition and anti-racism: someone who combines strategic vision with operational grip, knows how to bring people with them through change, and is willing to take considered risks in pursuit of justice for all migrants. Lived experience of migration or the refugee system is valued as expertise, and we particularly welcome applications from racialised and migratised leaders.

I hope this pack gives you a genuine sense of who we are and what the role involves, and I look forward to reading your application.

With solidarity,

Shaista Aziz

Chair of Trustees,

Migrants' Rights Network

About us

Who we are

The Migrants' Rights Network is a migrant-led network that helps connect and strengthen the movement for migrant justice. We work with communities to challenge the Hostile Office — the policies and systems that harm migrants — and to build the leadership, knowledge and collective power for a world where everyone is free to move and no one is forced to move.

MRN has evolved since 2006 from a research and policy-focused organisation to one that campaigns and stands in solidarity with all migrants in their fights for rights and justice. We co-curate campaigns using anti-oppression practices to create transformational change, extending beyond individual impact on migrants' lives to tackle oppression at its source.

We are not a formal network in the traditional sense, but we work to build and strengthen connections between the race equality sector and the migrants' rights sector, helping individuals connect with legal experts who may be able to take on their case, and between causes and campaigns that are stronger together. We believe it is through building bonds between people that we have the greatest opportunity to achieve transformational change.

What we do

Our work takes many forms, including:

- Using our platform to raise awareness of pressing issues amongst politicians, policy makers and in the media
- Working with individuals and organisations to build campaigns and pursue strategic litigation
- Building an evidence base for change by co-curating with affected migrants

- Promoting partnership and collaboration between different causes and campaigns
- Informing migrant communities of their rights through tailored resources and training
- Developing alternative narratives to counter harmful rhetoric around migration



Our vision, values & approach

Vision

MRN's vision is a society in which:

- People should be free to move, because migration is and has always been an integral part of the human experience
- Everyone, including all migrants, should live in a society free from all forms of oppression and discrimination
- Nobody's access to safety, rights and security should be determined by their immigration status

Values

Migrant-centred: we place the experiences and perspectives of migrants at the heart of our work and hold ourselves accountable to those affected by immigration systems and wider policy and practice.

Intersectional: we understand that people experience multiple, interconnected forms of oppression, of which immigration status is only one factor.

Anti-oppressive: we work to identify and reduce the barriers, including within our own structures, that reproduce the harms our systems inflict on our communities.

Equity for all migrants: we work for the rights and justice of all migrants, with particular focus on issues and communities that are side-lined or overlooked.

Leadership: we strive to be daring and determined in speaking truth to power, and we hold ourselves accountable where we hold power.

Solidarity and collaboration: we build the power of those affected by the immigration system, and work in alliance with grassroots organisations, activists, lawyers and academics.

Our work and approach

Migration remains a contentious issue and an easy scapegoat for politicians and the media. MRN exists to challenge hostile and unjust policy, shift harmful narratives, and build collective power and solidarity across communities, campaigns and movements.

MRN's core principles are to:

- Take a flexible, agile and adaptive approach to every issue
- Redistribute resources, access, information, knowledge and space to migrants and grassroots organisations
- Be led by the opinions, views and experiences of migrants and grassroots organisations, and be willing to be challenged ourselves
- Put ourselves on the frontline for migrants and grassroots groups, including intervening in legal challenges on behalf of affected communities
- Challenge the status quo so that MRN can always think from a radical perspective
- Recognise the power and privilege that MRN holds, and aim to redistribute it where possible
- Tackle oppression at its source through transformational change, to achieve justice for all migrants



Why this role, why now?

MRN is entering a pivotal stage in its development. Our campaigns, community organising and partnerships provide a strong foundation, while our next organisational strategy offers an opportunity to sharpen our priorities and strengthen our impact.

The incoming Chief Executive will lead MRN through this next phase, working with the Board and staff to translate our emerging direction into a focused, well-governed and financially sustainable organisation. This is an opportunity to combine movement-building and migrant justice with the practical leadership needed to sustain them.

Where we are heading

MRN is working on a bridge plan for November 2026 to March 2028, built from two team strategy days in September 2026 and a Theory of Change process with staff, trustees and an external consultant. It is deliberately not a full multi-year strategy - our permanent Chief Executive will lead the development of MRN's 2028–31 strategy with staff, trustees, communities and partners. The proposed direction below will be considered by the Board in December 2026.

What we want to achieve

Our draft purpose: MRN is a migrant-led network and a tool in the movement for migrant justice. We help communities resist and survive the Hostile Office today, and build the leadership, knowledge and imagination for a world where people are free to move and not forced to move.

The bridge plan proposes four priorities:

- Take on the Hostile Office, with immigration raids and enforcement as our flagship work, border surveillance as our research strand, and deprivation of citizenship held with partners

- Grow community leadership and political education, combining the Migrants' Aspiration Programme and Words Matter Community Organisers into one leadership and organising pathway
- Shift narrative and connect struggles, with Words Matter, language justice and communications working as one connective function
- Build a sustainable MRN, with clear ownership of every piece of work, a regular learning rhythm, workloads people can sustain and more unrestricted income

How our work connects

At the heart of the plan is one repeatable way of working, which we call the Community Offering. We listen and identify issues with communities; learn and analyse through participatory research, policy work and political analysis; educate and organise through political education and leadership development; and act and influence through advocacy and narrative change with councillors, the media, the public and partners. What changes feeds back into the next cycle. Our anti-raids work, which contributed to council motions in Lewisham and Edinburgh, shows the loop working end to end.

Building a resilient organisation

The plan also asks us to do fewer things well. It focuses our policy work on three areas (immigration raids and enforcement, border surveillance, and criminalisation and deprivation of citizenship), introduces a clear test for taking on new work, and puts in a light structure that protects creativity: named owners, a regular operating rhythm, proper induction and handover, and shared project budgets. Alongside this, we are working to diversify our income and become less reliant on trusts and foundations.

What is agreed, and what you will shape

Already agreed: MRN's vision, values and core principles; our commitment to abolition and anti-racism; and the three policy focus areas chosen in 2025. The bridge plan's purpose, core offering and priorities are proposed for Board approval in December 2026.

For the incoming Chief Executive to shape: MRN's 2028–31 strategy, building on the bridge plan and the evidence from its first year; the 2027–28 operating plan and budget, with the Treasurer and Board; and how progress is measured, using the impact and evaluation framework now in development.



MRN today

Team and structure

Including the CEO, MRN has a staff team of eight people (four full-time equivalent), working across three teams: Communities & Organising; Policy, Programmes & Communications; and Finance, Operations & Governance. A fourth team, Fundraising & Partnerships, is being established as part of the bridge plan. We are also supported by several volunteers and associates. We are piloting a Circles model for shared decision-making, including a New Work Circle that tests new opportunities and a Fundraising Circle.

We are reviewing our staffing structure so that it matches our priorities and resources. The Chief Executive will directly line manage MRN's senior staff, with other staff managed through these roles. The table below summarises current arrangements; a full organisation chart will be shared with shortlisted candidates once the proposed structure is settled.

Our roles	Current arrangements
Governance	Board of Trustees, chaired by Shaista Aziz, with nine other trustees
Chief Executive	Interim Chief Executive in post, reporting to the Chair and Board
Direct reports to the Chief Executive	Head of Policy and Communications, Finance Administrator and London Community and Capacity Building Manager
Wider staff team	Community Engagement Manager, Communities and Programmes Officer, Policy and Communications Officer, Policy and Campaigns Officer and Migrants' Aspiration Programme Coordinator
Specialist and external support	Finance, HR, payroll; Border Surveillance Research Consultant

Support available to the Chief Executive

The Chief Executive will not be expected to deliver everything alone. Current support includes:

Finance: A Finance Administrator, a payroll provider, and oversight from the Treasurer.

Fundraising: Fundraising is coordinated through the Fundraising Circle, a fractional fundraiser and a Fundraising & Partnerships team being developed as part of the bridge plan.

HR: Work Nest and trustee HR lead.

Operations: Operational support is provided by the Finance Administrator, with scope for the Chief Executive to shape future arrangements.

Board oversight: The Board meets every quarter, and a Finance and Risk Sub-committee, chaired by the Treasurer, also meets quarterly alongside Board meetings. Together they provide oversight of finance, risk and people.

Strategy and evaluation: An external Theory of Change consultant, and four days of consultancy funded by the Paul Hamlyn Foundation to build an organisational impact and evaluation framework.

Finances

MRN's latest verified annual income was £374,397, with expenditure of £336,353, for the financial year ending 31 March 2025 (Charity Commission). Our income comes mainly from trusts and foundations, with smaller amounts from other sources. Diversifying it, and growing unrestricted income in particular, is a priority. Income has varied considerably in recent years, falling to £89,606 in 2022/23 before recovering over the following two years. Our accounts for 2025/26 will be filed with the Charity Commission by January 2027. Full financial information, including our 2025/26 figures, current-year forecast and draft 2027/28 budget, will be shared with shortlisted candidates.

Strengthening financial sustainability will be an immediate priority for the new Chief Executive. Following a recent budget reforecast, we have a recovery plan in place and have begun strengthening financial controls, budgeting and reporting to the Board. Our unrestricted reserves are currently below our target of four months' running costs, and achieving the 2027–28 plan will require new unrestricted income.

The incoming Chief Executive will therefore need to combine careful financial stewardship with active income generation, working with the Board and team to ensure our ambitions remain aligned with the resources available.



About the CEO role

MRN is looking for a Chief Executive to lead the organisation through its next chapter. This is a rare opportunity to shape a radical, migrant-centred organisation at a key moment.

We need a leader who can hold two things together: MRN's ambition to challenge oppressive systems and build power for migrant communities, and the organisational discipline needed to sustain that work.

You will bring strategic leadership, financial and operational grip, strong people leadership and the ability to build income and external relationships. You will also be deeply aligned with MRN's commitment to abolition, anti-racism and migrant justice, and comfortable leading an organisation that is willing to challenge established systems and take considered risks in pursuit of its mission.

Key details

Location	Pelican House, 138-148 Cambridge Heath Road, London, E1 5QJ. This is a hybrid role, and working From the London office 1–2 days a week is required. We welcome applicants based outside London who can commit to that pattern of office attendance; travel costs to the office are not reimbursed.
Hours and contract	Full-time, permanent, 35 hours per week. Compressed hours are available, e.g. working the full 35 hours over four longer days or a nine-day fortnight by agreement. Given the scale of change ahead, we are ideally

	looking for someone who can commit full-time. We will consider part-time and job-share applications and ask that you explain in your supporting statement how the arrangement would meet the needs of the role.
Salary	£60,000 per annum
Reports to	Chair and Board of Trustees
Responsible for	Direct line management of MRN's senior staff, and overall leadership of all MRN staff, volunteers and associates.
Pension	6% employer contribution and 5% employee contribution, calculated on gross pay, to Nest.
Start date and handover	March 2027 (target). The Interim Chief Executive will provide a structured handover, including the agreed bridge plan and the 2027–28 budget process.

Job description

Key responsibilities

Strategic leadership

- Lead the development and delivery of MRN's next organisational strategy, working with the Board, staff, migrants and grassroots partners
- Translate MRN's vision, values and commitment to abolition into clear priorities, plans and measurable outcomes
- Anticipate changes in the political, policy and funding landscape, and position MRN to respond with agility and courage

- Take considered risks where they advance MRN's mission, weighing ambition against organisational stability

Fundraising and income generation

- Lead MRN's fundraising strategy and personally cultivate relationships with trusts and foundations, major donors and other funders
- Diversify and grow income so that MRN is financially sustainable and able to act independently
- Ensure fundraising is ethical, aligned with MRN's values and accountable to the communities we work alongside

Operations, finance and risk

- Oversee the day-to-day running of MRN, ensuring robust systems, controls, policies and procedures
- Prepare and manage annual budgets, monitor financial performance and reserves, and report clearly to the Board
- Lead on risk management, compliance, safeguarding and data protection
- Find creative, practical solutions to operational challenges with limited resources

People leadership and culture

- Lead, line manage and develop the staff team, setting clear expectations and holding people accountable with care
- Build an anti-oppressive, inclusive and supportive organisational culture that prioritises staff wellbeing
- Lead the team through organisational change, communicating openly and bringing people with you
- Ensure fair and effective HR, recruitment and employment practice

Governance and Board partnership

- Work in close partnership with the Chair and Board, providing timely, accurate information to support good decision-making

- Support the Board to meet its legal duties under charity and company law, and maintain a clear distinction between governance and operational management
- Model accountability for the power held by the Chief Executive role

External relations, campaigning and movement-building

- Act as MRN's lead spokesperson with politicians, policy makers, the media and the wider sector
- Build and sustain collaborative partnerships across the migrants' rights, racial justice and abolitionist movements
- Ensure MRN's campaigns, strategic litigation and narrative work are led by the experiences and views of migrants and grassroots organisations
- Redistribute resources, access and power to migrants and grassroots groups wherever possible

Priorities for the first year

In their first year, we would expect the Chief Executive to:

- Lead the 2027–28 operating plan and develop MRN's 2028–31 strategy with staff, trustees, communities and partners, for Board approval by March 2028
- Progress financial recovery and strengthen the income pipeline, raising unrestricted income against the 2027–28 target
- Embed clear management responsibilities and a supportive, accountable culture
- Maintain effective governance, safeguarding and financial reporting
- Sustain priority campaigns and partnerships within available capacity, including proving the Community Offering on our anti-raids work

These priorities will also guide how candidates are assessed at each stage of the selection process.

Who we're looking for

Essential

Candidates should have:

- Substantial senior leadership experience, with responsibility for people, resources and organisational delivery, including leading an organisation or team successfully through change
- Strategic leadership: the ability to set direction, agree clear priorities and deliver measurable outcomes
- A proven record of successful fundraising and income generation, including developing relationships with funders
- Experience of financial management, organisational oversight, compliance and risk, including where resources are limited
- Experience of leading, managing and developing people, supporting wellbeing while holding others to account
- An applied commitment to migrant justice, anti-racism and abolition, demonstrated either through lived experience, practice or both
- The ability to build partnerships and communicate effectively with politicians, funders, the media, partners and communities
- Sound judgement, a collaborative style and a practical approach to problem-solving, including the courage to take considered risks

Desirable

- Experience of working in, or alongside, the migrants' rights, racial justice or abolitionist movements
- Experience of leading a small or medium-sized charity or campaigning organisation
- Experience of working with a Board of trustees
- Experience of campaigning, policy influencing, strategic litigation or narrative change
- Experience of community organising or grassroots movement-building

We particularly encourage applications from people with lived experience of migration or the refugee system, racialised and migratised people, disabled people, LGBTQIA+ people, and people based outside London. Reasonable adjustments can be made at any stage of the recruitment process.



Ready to apply?

Eastside People is supporting Migrants' Rights Network in the recruitment of this role.

How to apply

Please submit your CV in Word format through our application portal, together with a supporting statement in one of the formats below.

Your supporting statement should complement your CV and address the following questions:

- Why are you interested in the Chief Executive Officer role at Migrants' Rights Network?
- Drawing on specific examples, what experience would you bring to the key priorities for MRN's next Chief Executive, particularly leading through change, strengthening financial sustainability and income, and building a supportive and accountable organisation?

You can provide your supporting statement in any one of these formats:

- **Written statement:** a maximum of two pages, in Word format. Upload this alongside your CV through the application portal.
- **Video:** a maximum of five minutes, in MP4 format.
- **Audio recording:** a maximum of five minutes, in MP3 or M4A format.
- **PowerPoint presentation:** a maximum of five slides.

If you choose video, audio or PowerPoint, please email your supporting statement to Bernice Rook bernice@eastsidepeople.org and submit your CV through the application portal.

If you would like to discuss the role before applying, please email bernice@eastsidepeople.org to arrange a convenient time. This is entirely optional: choosing whether to have a call will not affect how your application is assessed.

If you need an adjustment to the application or interview process, please contact Bernice Rook at bernice@eastsidepeople.org. We'll be happy to discuss what would work for you.

Selection process

There are three stages to the selection process: a first interview with Eastside People, followed by two interview stages with MRN.

Stage 1, Eastside People interview: shortlisted candidates will have a first interview with Bernice Rook, who will recommend candidates to MRN for the next stage.

Stage 2, first MRN panel: candidates will give a presentation to the MRN team, followed by an interview with two members of the Board of Trustees and the Interim Chief Executive.

Stage 3, final MRN panel: candidates will be interviewed by the Chair of the Board and two other trustees.

Further details, including the presentation brief, will be shared with candidates invited to each stage.

Key dates

Closing date: Mon 7th December at 5pm

Eastside People interviews: weeks commencing 7 and 14 December

First MRN panel (team presentation and interview): week commencing 11 Jan

Final MRN panel interviews: week commencing 18 Jan

Expected start: March 2027 (target), with a 3-week handover from the Interim Chief Executive

Equality and diversity monitoring information is collected separately and is not seen by the shortlisting panel. If you have access requirements or need any adjustments at any stage of the process, please let Eastside People know.

Migrants' Rights Network

Finally

We recognise that AI can be a helpful tool, but please use it with care and ensure your application is accurate, personal, and genuinely reflects you. We do not use AI in our sifting or selection process - a human reviews every application!

If you know anyone else who might be interested, please do share this information pack with them.





Eastside People

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