



Bloody Good Period Group

Bloody Good Employers Programme Manager Job Description

In developing our new employer facing initiative, “Bloody Good Employers”, we, Bloody Good Period and Bloody Good Employers (Bloody Good Period Group) are on the lookout for a brilliant individual with the project management skills we need to drive forward menstrual equity in UK workplaces.

Bloody Good Period is a charity providing menstrual supplies and education to asylum seekers, refugees and those who can’t afford them or access them.

Bloody Good Employers is a subsidiary company of BGP, designed to help employers normalise periods in the workplace, and provide support to employees who menstruate. The profits from the work are fed directly back into BGP to allow us to carry out our work. You will be employed by Bloody Good Employers, but you will still be very much connected with the BGP team, and line managed by the BGP/BGE CEO, Gabby Edlin and working alongside the BGE Lead, Joe Gray for the first few months.

This role is part time 3-days a week, and is absolutely integral to the build up, development and the launch of BGE in 2021.

We strongly encourage applications from Black and People of Colour, and from those who have lived experience of seeking asylum and/or as a refugee.

While the successful candidate will be selected purely on merit, in the event of a tie between two candidates with equal experience, we may select a candidate with lived experience.

BPOC candidates are eligible for a development programme alongside the role.

Bloody Good Period Group includes the charity Bloody Good Period and the subsidiary company, Bloody Good Employers

Bloody Good Period is a registered charity: 1185849 • Bloody Good Period Ltd Company Number 11801410

Bloody Good Employers Ltd Company Number 13531960



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Who is BGP?

Bloody Good Period was started by Gabby Edlin in 2016 to create a sustainable flow of menstrual products for those who can't afford them. What started as a whip-round amongst friends is now a growing charity, with a vision for menstrual equity - where the simple fact of bleeding doesn't stop anyone from participating fully in society, or life. We are partnered with 100+ asylum-seeker drop-in centres around the country, helping more women and people who menstruate have bloody good periods.

In 2021, through our Bloody Good Employers (BGE) initiative, we are setting our sights on UK workplaces. We believe that we can drive big change here, improving the lives of people at work, nationwide.

Crucially, the BGE initiative won't only impact workplaces, but it'll also raise money for our core work, helping us to continue delivering our mission of menstrual equity for those most in need today.

BGP's Vision and Values

Recognising the trauma and anxiety caused by not having access to essential menstrual products; our vision is of a society in which asylum seekers, refugees and otherwise displaced people and their dependents have unrestricted access to high quality, free period supplies of their choice.

We recognise that in order to end "period poverty", we must also ensure that everyone has access to menstrual and reproductive education, and that many people living in poverty, including those seeking asylum must have access to the high quality education and care that they deserve.

We believe that:

1. The UK has a legal and moral obligation to provide safe, welcoming, humane asylum to people fleeing violence and persecution
2. Facilitating the personal choices and comfort of the people we work with is paramount



3. We have the most impact when we work collaboratively and creatively as part of a network of organisations and individuals with shared goals and values
4. Disruption and challenge to the status quo is essential to achieving our vision
5. We are at our best when we are inter-sectional; inclusive and diverse
6. It is critical that we aim to be sustainable in what we do



Bloody Good Employers (BGE) - where we've got to

We're really excited to be in a position to build our Bloody Good Employers initiative in 2021, and we can't wait to bring in some brilliant project management to help lead this exciting work. Alongside our fundraising efforts, we've spoken to lots of employers, and there is **a lot of keen interest** in this work. A lot of UK employers really get it - they see the need to improve on support structures for anyone experiencing menstruation at work, but they're not always sure on what their next steps should be. That's where this work can have a huge impact.

We've also given voice to nearly 3000 individuals in the UK, through our *Have Your Bloody Say* survey. They've made their point loud and clear - most employers are coming up short when it comes to support, and must do more. You can read more on this research [here](#).

The timing for Bloody Good Employers feels perfect, with brilliant strides being taken by our friends in Scotland, who have just made period products free for everyone, and health and wellbeing becoming more and more part of the conversation at work. We can't wait to bring this work to the world in 2021.

The BGE Plan

BGE is a subsidiary company of BGP, and will offer a combination of expert resources and consultancy that UK employers will pay for, in order to improve their **policies, cultures and communications** when it comes to addressing the issues surrounding menstrual health at work.

We are confident that we can take employers on a journey, helping to drive forward gender equality within the UK employer landscape, and shaping more human-centered workplaces fit for today, and ready for tomorrow. Here's what we're up to;

- We are currently shaping the workshops and the self evaluation tool for employers with our Learning and Development Lead.
- We are working with a brilliant creative agency, A Studio of Our Own who are supporting us with the creative direction and digital logistics of BGE.
- We are already building and nurturing our relationships with employers - our future customers and collaborators, and have a few ready to go.



This recruitment is to find the **suitable individual** to **quickly understand what we need from the above relationships**, and help drive them forward at this essential time for BGE.



Key responsibilities

The successful candidate will be responsible for delivering the following;

External Partner/Customer Relations and Sales

- Providing direct management of the **relationships with the partners** who will get BGE launched, as outlined above.
- Further developing and building the **pipeline of potential customers** (UK employers) for BGE; leading calls, **presenting the BGE opportunity** to UK employers, and seeking out **opportunities to share the work** across the employment landscape.
- Working to targets to ensure we bring in enough surplus funds to donate back to the charity and to keep BGE running
- Acting as the first point of contact for all potential and current customers and taking them through the process to sign up as a Bloody Good Employer

Internal Management, Finance and Logistics

- Managing the pool of consultants who will deliver the work to the employers; booking their time in with the employers
- Coordinating contracts for Employers and Consultants
- Coordinating invoices and payments from employers and to consultants; working with the accountant in a timely manner
- Managing the budget for BGE, ensuring that we are bringing in enough income to **sustain BGE**, and to be able to donate profits into BGP.
- Supporting **ongoing fundraising efforts** for BGE where necessary, as the initiative moves towards sustainability.

Communications

- Driving forward BGE's **presence and activity on LinkedIn**; working with BGP's Director of Communications to ensure that we are uplifting other great work in menstrual equity, health and wellbeing, and activist spaces, whilst **driving BGE to the top of the agenda** amongst employer conversations on this vital platform.
- Keeping the wider BGP team up to date with BGE progress, and together with the CEO, helping to build accountability across the organisation for this piece of work.
- Act as a **senior representative for BGE and BGP**, enhancing and amplifying the work of the charity in new sectors and industries, with a constantly strategic approach, and **an eye for unlocking new partnerships**.



Other

- Developing a **CRM system management** for BGE; an essential part of the success of BGE moving forward.



Skills & experience required:

Essential

- Experience of developing and managing relationships with a range of stakeholders
- Excellent communication skills, and a proactive and efficient approach to staying in touch
- Excellent strategic thinker, with the ability to develop a clear understanding of where the opportunities for BGE lie, and set targets accordingly
- Excellent organisation skills, with the ability to set a plan and drive it forward
- Excellent, strategic communicator and networker, with access to an established network of potential customers for BGE and partners for BGP
- Excellent understanding of financial information and budgets
- Genuine ambition to lead - this role has huge scope for growth as BGE launches and grows - we want you to see yourself doing this long term.
- An ability to work independently in a startup environment

Desirable

- Experience of having worked on projects previously that relate to health and wellbeing
- Experience of having engaged with HR professionals across a range of sectors
- Experience of CRM technology, and an appetite to lead on aspects of this for BGE



Logistics:

Salary + Benefits

- £36,000 pro rata 3 days / week (total £21,600)
- Permanent contract following successful 3 month probationary period
- Annual leave: 25 days per year plus usual bank and public holidays, with extra day added per year of service, plus extra 'free' days over Xmas and New Year.
- Enhanced occupational sick pay
- Enhanced pension contributions
- Subscription to 'Perks at work'

Location and Days

As a feminist organisation, flexible working is at the heart of BGP's operations. We believe that if one trusts and respects one's employees, they will make the best decisions for themselves and the organisation. We support and recognise the value of flexible working practices for our employees, and we have a company culture that encourages people to take time out if they need to.

The three day per week role (21 hours) can be spread across the week in a way that works for both you and us. We will require you to work from the **Euston office once a month** for your line management meeting, as well as **attend in-person team meetings in London (every month or other month)** and there may be some London based events throughout the year. **Aside from these 2-3 days per month in London, you will be able to work remotely.**



How To Apply

If this sounds like you, send a CV (of no more than 2 pages) and a cover letter, which clearly **answers the questions below**, by email to employers@bloodygoodperiod.com, and use the subject line **Bloody Good Employers PM**. It is preferable for you to attach both documents as PDF files.

Application Questions (Essential)

1. Do you have the right to work in the UK? (Yes/No)
2. Phone number
3. Please tell us the days and times (eg AM or PM) you are available for interview (15/09/21 or 17/09/21) and whether you are available to interview in person (Central London) or online
4. Please tell us your motivation for applying for this role at our organisation (500 words)
5. Please tell us about your skills and experience which would make you suitable for the role of BGE Programme Manager (500 words)
6. Anything else you would like us to know!

For Equality Opportunity Monitoring (optional):

1. How would you describe your gender?
2. How would you describe your race?
3. Do you have lived experience of seeking asylum or as a refugee?

Closing date: Thursday 2nd September 2021

Interviews will be held Wednesday 15th September and Friday 17th September.