

revolving doors



Director of Communications

Recruitment pack



Welcome

For too long, the revolving door has been more than just a metaphor—it's a harsh reality for those caught in a cycle of systemic failure. People trapped by short custodial sentences, shattered futures, and missed opportunities deserve better.

At Revolving Doors, we are committed to transforming a system that too often overlooks the very opportunities that can break this cycle. With an exciting new strategy on the horizon we are poised for unprecedented impact over the next five years. This is your chance to be part of a movement that not only advocates for change but actively creates it.

Pavan Dhaliwal
CEO, Revolving Doors

About us

We stand up for people caught in the revolving door of crisis and crime:



Recent repeated criminal justice contact, from police and courts to prison and probation



Characterised by low level offences, such as petty theft and minor drug offences



Driven by multiple, unmet health and social needs such as mental ill health, domestic violence or homelessness

Revolving Doors is a national charity dedicated to ending the cycle of repeated contact with the criminal justice system. We champion a smarter, more compassionate system that recognises and addresses the underlying issues—such as mental ill-health, substance misuse, homelessness, and trauma—that lead to repeated crises. Our approach is simple yet powerful: combine the hard evidence of rigorous research with the unfiltered truth of lived experience. By working alongside national and local decision-makers, we drive policy solutions that can turn missed opportunities into lasting change.

What our members say

We support people with lived experience of the criminal justice system to become change-makers. Here are some testimonies from our members:



I was in and out of prison and the criminal justice system for 20+ years but then I found Revolving Doors and it changed my life. I have taken part in loads of activities, from giving evidence to Parliament on probation reform, to co-chairing a major conference, and running focus groups. If I wasn't doing these things, I would be on the path to another prison sentence.

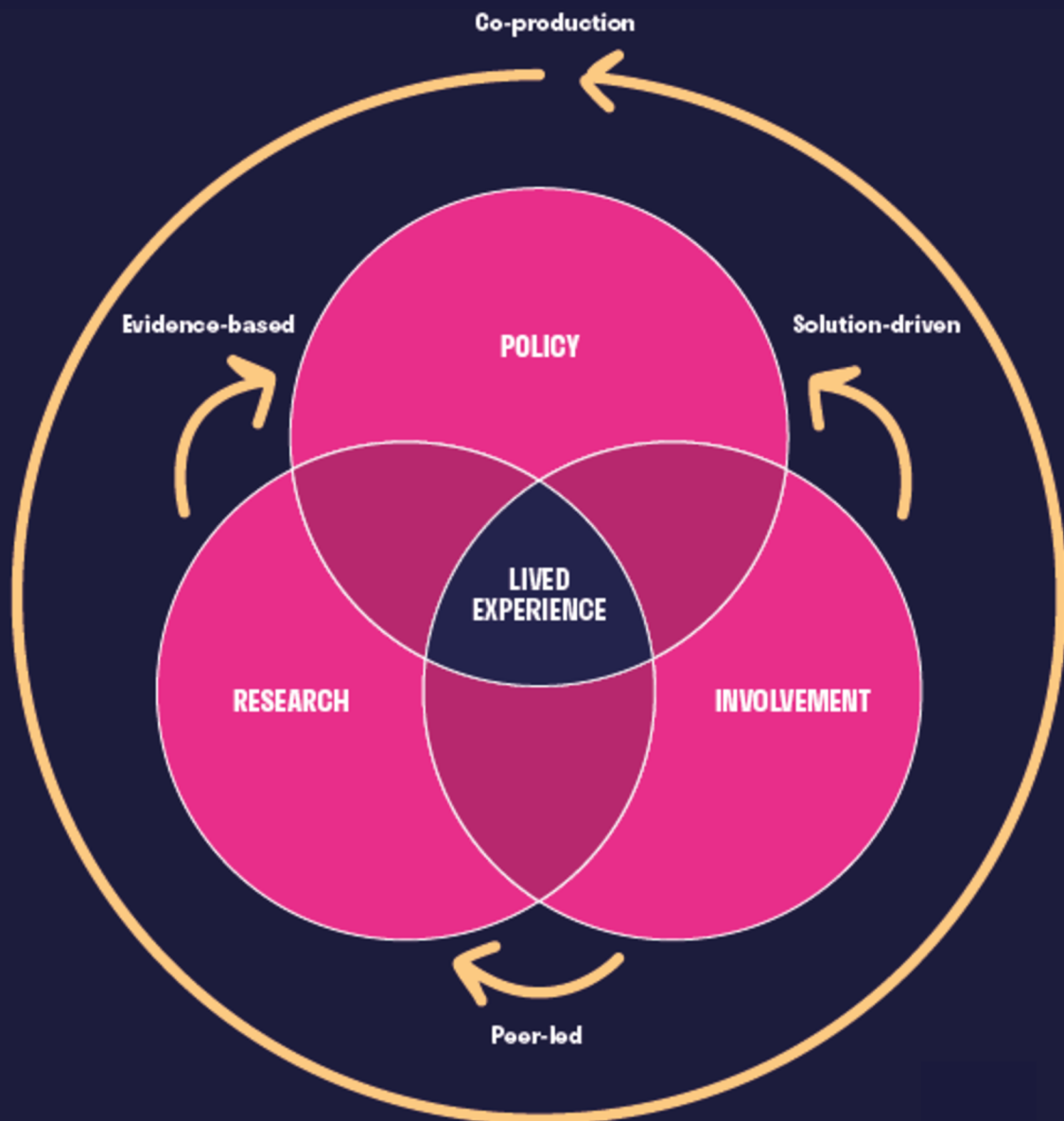
I just love the support, the understanding, the empathy, the care, the thoughtfulness, that's one package that comes with being a member of Revolving Doors. It's feeling valued and having my opinion valued. No voice is less important than the other.



Through my involvement, Revolving Doors elevates my voice and puts me in position with government bodies, the Ministry of Justice, the NHS, MPs or the HMPPS and we use our lived experience to create and shape better policies and practices so that when people get impacted by those services, it can be a better experience. We really see the impact of what our work has done, I really enjoy it.

Our approach

We champion long-term solutions for criminal justice reform, bringing the insights of those with lived experience of the 'revolving door' together with research and policy.



The role

We are excited to invite you to join our team as Director of Communications. In this pivotal role, you will integrate our policy, public affairs, and communications functions to deliver a consistent, impactful message. You will work hand-in-hand with our research and advocacy teams to transform evidence and real-life experience into compelling narratives that resonate with diverse audiences. This role is not only about getting our message heard—it's about creating the conditions for systemic change.

This is an opportunity to shape our future during a transformational period. As we roll out our new strategy, you will play a key role in amplifying our voice, engaging with high-profile stakeholders and securing vital funding from corporate partners and new revenue streams. Your work will directly contribute to making the revolving door avoidable and escapable for those most in need.

Director of Communications - Job Description

We are looking for someone who is as bold, truthful, and optimistic as our mission. An ideal candidate will have a proven track record in strategic communications, public affairs, and fundraising, and will understand the unique power of lived experience in shaping policy. Your role is to ensure that our insights and innovative ideas are not only heard by decision-makers, from statutory agencies and government departments but also acted upon.

Responsibilities include

Strategic Leadership:

- Develop and implement an integrated communications strategy that supports our new strategic vision and reinforces our policy and public affairs work.
- Collaborate with your senior leadership colleagues to ensure our messaging aligns with our long-term mission and immediate priorities.

Amplifying Our Message:

- Craft and refine compelling narratives that blend robust research with the powerful insights of lived experience.
- Lead media relations and public engagements, ensuring our voice is heard in high-impact forums and across multiple platforms.

Engaging Stakeholders:

- Build and maintain relationships with key decision-makers, corporate partners, and high-net-worth individuals to support our fundraising objectives.
- Represent Revolving Doors at events, public forums, and through strategic outreach initiatives.

Team and Project Management:

- Jointly manage the policy, research and communications team with the Director of Partnerships and Operations, fostering an environment that encourages innovation and professional growth.
- Manage relevant budgets and coordinate with fundraising colleagues to secure project and core funding.

Driving Impact:

- Ensure that all communications efforts contribute to tangible policy outcomes and systemic reform.
- Monitor, evaluate, and report on the effectiveness of communication strategies, adjusting tactics as needed to maximise impact.

Essential skills

Proven Experience:

- Demonstrable success in strategic communications, public affairs, and fundraising that shows real-world impact.

Innovative Communicator:

- Exceptional writing, presentation, and interpersonal skills with the ability to craft messages that resonate across diverse audiences.

Collaborative Leadership:

- A natural leader who thrives in a team environment and is adept at managing and inspiring diverse personalities.

Strategic Vision:

- Ability to translate complex policy and research insights into clear, engaging narratives that drive change.

Passion for Change:

- A deep commitment to our mission and an understanding of the challenges facing those caught in the revolving door.

Desirable skills

Sector Knowledge:

- Familiarity with the criminal justice system and issues related to multiple disadvantage.

Industry Connections:

- Well-established relationships within policy circles, corporate sectors, and media outlets.

Media Savvy:

- Experience in media training or having been interviewed on broadcast platforms.

Fundraising Insight:

- A track record of success in securing funding from corporates and high-net-worth individuals.

Why join us?

At Revolving Doors, your work will be at the epicenter of transformative change. You'll have the autonomy to innovate, the support to succeed, and the satisfaction of knowing that your efforts directly contribute to a more just and responsive criminal justice system. This is more than a job—it's a chance to work with courageous individuals whose lived experiences inspire our mission every day. If you're ready to lead, inspire, and drive systemic reform, we'd love to hear from you.

Terms of appointment

- Salary: £60,000 per annum
- Hours: Hours of work are flexible and negotiable with an expectation of a working week of 35 hours . However, we operate a flexible 4.5 day working week to support our employees' wellbeing and therefore, with no reduction in salary.
- Place of work: Hybrid, most colleagues split their time between the office and home. We expect this post holder to work in our London office for two days a week on top of the requirement to attend meetings when necessary.
- Paid leave: 25 days paid leave in addition to public holidays increasing with your length of service.
- Wellbeing fund: A personal wellbeing fund – for volunteering, conferences, books, gym, meditation.
- Learning and Development fund: An annual training budget, supported by a personal development plan.
- Self-directed days: Quarterly “self-directed days” so you can follow your areas of interest.
- Pension: 7% non-contributory pension after qualifying period.

Equal opportunities

Revolving Doors is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Revolving Doors welcomes applications from candidates from all backgrounds and walks of life. We are particularly keen to hear from people from racially minoritised backgrounds and also welcome applications from those with direct or indirect experience of multiple disadvantage and/or the criminal justice system.

Next steps

Interested candidates should email a CV and cover letter addressing the person specifications to recruitment@revolving-doors.org.uk by 5pm on 3 March 2025. Please use 'Director of Communications' in the subject line.

Shortlisted candidates will be contacted for an initial interview with our panel w/c 10 March 2025. The second round will be w/c 17 March with a panel of our lived experience members

We would also be grateful if you would also complete the Equality and Diversity monitoring form. This form is for monitoring purposes only and is not treated as part of your application.

If you have any question about the role, please contact our CEO Pavan Dhaliwal at pavan.dhaliwal@revolving-doors.org.uk to arrange a conversation.



**Thank you for your
interest - we look
forward to hearing
from you!**

Find out more about us:



revolving-doors.org.uk



Revolving Doors



revdoors



rev.doors

