



# FSU

FREE SPEECH UNION

The Free Speech Union  
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[FreeSpeechUnion.org](https://www.FreeSpeechUnion.org)

**JOB TITLE:** Director of Nations (Scotland, Wales and Northern Ireland)  
**CONTRACT:** Full-time, permanent  
**SALARY:** 65k-70k per annum, DOE  
**DEPARTMENT:** National  
**REPORTS TO:** CEO  
**LOCATION:** Home-based with ability to travel  
**DEADLINE:** 31<sup>st</sup> May 2026

## Who we are?

The Free Speech Union is a non-partisan, mass-membership public interest body that stands up for the speech rights of its 42,500 + members and campaigns for free speech more widely. We provide a wide range of support, from arranging legal representation to giving media advice, to assisting with employment disputes to giving pastoral support. We want to win individual disputes for our members and change the law to better protect freedom of speech.

## The Role

The Free Speech Union (FSU) is seeking a highly motivated and strategically minded Director of Nations to strengthen our presence in Scotland, Wales and Northern Ireland. The postholder will be responsible for advancing the FSU's mission in the nations, growing our membership in each one, organising events, developing policy responses, managing the nations' advisory councils and serving as a public spokesperson on the media in the different nations. This is an exciting opportunity to play a leading role in protecting and promoting free speech across the UK's regions.

## Key Responsibilities

### Policy and Advocacy

- Work closely with the Legislative Affairs Director and the Policy and Research Director to develop, adapt and promote policy positions relevant to the devolved nations.
- Monitor legislative and political developments in Scotland, Wales and Northern Ireland, ensuring timely organisational responses.
- Provide input into research, reports and policy briefings with a focus on the nations.
- Campaign to persuade the governments of the nations to embrace free speech protections embedded in English law, eg the Higher Education (Freedom of Speech) Act JAJY.

### Regional Outreach and Membership

- Design and deliver campaigns to increase membership and visibility in each of the nations.
- Build partnerships with local organisations, academic institutions, civil society groups and opinion leaders.
- Oversee targeted outreach strategies to ensure the FSU remains a trusted voice on free speech in each nation.

### Events and Engagement

- Work with our Events Director to plan, organise and deliver events in each nation.
- Ensure events strengthen member engagement and promote public discussion of free speech issues.

- Support the development and activity of our Scottish and Northern Ireland advisory councils, ensuring they are active and effective, and establish an advisory council in Wales.

#### Media and Public Relations

- Work closely with the press/media team to manage media enquiries and place stories across the devolved nations.
- Act as a spokesperson for the FSU in Scotland, Wales and Northern Ireland, including media appearances, panel discussions and public speaking engagements.
- Monitor and respond to press coverage in the nations of FSU-related issues.

#### Leadership and Representation

- Serve as the senior representative of FSU in Scotland, Wales and Northern Ireland.
- Provide regular reporting to the FSU's senior management team on developments, challenges and opportunities in the devolved nations.
- Contribute to organisational strategy by ensuring the nations are fully represented.

### Person Specification

Commitment to the cause of free speech, including awareness of the Free Speech Union and our work. Applicants must have a relevant mix of skills, aptitude and experience.

#### Essential

- Strong knowledge of political, legal and cultural affairs in Scotland, Wales and Northern Ireland.
- Experience in public affairs, policy, advocacy and campaigning.
- Excellent communication skills, with proven track record as a confident public speaker and media spokesperson.
- Strong relationship-building skills with stakeholders at all levels.
- Ability to manage events, campaigns and outreach programmes.
- Commitment to the values and mission of the FSU.

#### Desirable

- Established media profile or existing relationships with journalists in the devolved nations.
- Experience managing advisory boards or volunteer councils.
- Background in law, politics, public policy, or related fields.
- Project management experience, including budgeting oversight.
- Familiarity with our software programmes – Salesforce, MailChimp, Microsoft Office 365, WordPress.
- Experience of integrating AI into the work of a similar organisation.

### Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

### What we offer.

- Salary up to 65k-70k per annum, depending on experience.
- Eight per cent Pension contribution.
- The autonomy and flexibility of working from home.
- Full access to our learning and development programme.
- 20 days paid annual leave (excluding bank holidays).
- BUPA private healthcare.

- A supportive and engaging workplace culture.
- Opportunities to develop within a growing and dynamic organisation.
- Occasional travel to events and meetings within the UK.

**How to apply.**

To be considered for this role, please send a CV and introductory letter to [jobs@freespeechunion.org](mailto:jobs@freespeechunion.org) detailing why you are interested in the role and how your skills align with the person specification.

Candidates should submit their CV and cover letter as two separate documents. Please do not include your cover letter in the body of the email