

Independent Press Standards Organisation Head of Standards & Regulation

“IPSO protects the public interest by promoting high quality journalism and defends the public when editorial standards fall short.”

Charlotte Dewar, IPSO Chief Executive

IPSO – the Independent Press Standards Organisation – is the regulator of most newspapers, magazines, and digital news in the UK. We are a high-profile organisation with a challenging, clear and important purpose. We place a strong emphasis on personal development for staff and a supportive work culture.

You can find out more about IPSO in our [2023-2028 Strategy](#) and a recent [External Review](#) of our operations.

We are recruiting a **Head of Standards & Regulation** to lead our work to raise editorial standards and monitor publishers’ compliance with our regulation.

This is a dynamic role which entails leading a team to undertake high-priority standards monitoring and interventions. Because there is no major social or political topic that is not, in some way, an editorial standards issue, it also involves engaging with external stakeholders around some of the most challenging and sensitive topics in our society.

This role would suit someone who would find it exciting to represent IPSO at breakfast roundtable with editors, academics and community leaders to discuss coverage of a particular social issue, and then spend the afternoon with the team deciding how best to address a pattern of concerning upheld complaints.

Reporting to the Chief Executive and working closely with our Chairman, Lord Faulks KC, and members of the senior leadership team, the Head of Standards plays a key role in delivering the strategic priorities of the organisation.

About the role

The Head of Standards and Regulation leads the standards function of IPSO, which monitors editorial standards at publishers regulated by IPSO; supports good journalism and high editorial standards; and takes targeted action where it identifies shortcomings. The Head of Standards is a key voice for IPSO on standards issues, work which lies at the heart of IPSO’s role as a regulator.

The key role responsibilities include:

- Leading IPSO’s standards and regulation function, including monitoring publishers’ compliance processes and undertaking standards interventions when required.

- Line managing a team of two and, as a member of IPSO's senior management team, contributing to IPSO strategy, promoting its overall effectiveness, and supporting the wellbeing and personal development of its staff.
- Undertaking an effective programme of engagement with external stakeholders who have an interest in editorial standards issues, including journalists, editors, and community groups.

[You can see a full job description here.](#)

Skills and experience

A personal interest in current affairs and the news industry is a must, but there is no requirement for experience in journalism or the media. What you will need are superb communication and analytical skills; a strong understanding and experience of running investigatory or regulatory processes; an ability to use resources (including time) efficiently to get things done; and an open and collaborative approach to your work.

Regulatory experience

- Proven experience of designing and implementing rigorous, impartial and fair investigatory or regulatory processes, in a regulatory, legal or other public service environment;
- A sound understanding of the principles of good regulation;
- Commitment to maintaining and improving the standards of press reporting and journalism in the UK.

Communication and interpersonal skills

- Excellent written & verbal communications and engagement skills;
- The ability to foster excellent working relationships with colleagues in an atmosphere of trust and mutual support.

Analytical and problem-solving skills

- Exceptional analytical skills and intellectual flexibility;
- Ability to analyse potentially competing perspectives on contentious issues; work creatively to develop new approaches to raising standards, and anticipate problems in implementation.

Leadership and management skills

- Ability to lead, motivate and develop a team;
- Organisational skills and a collaborative approach to planning the work of the department;
- Ability to work under pressure and prioritise, while ensuring that procedures are followed and deadlines met;
- Ability to establish appropriate strategies to maintain mental wellbeing while dealing with sensitive and sometimes painful topics.

At IPSO, we want to create a culture which recognises, values, and respects that people are different. We believe that representing the diversity of the society in which we work is fundamental to our goals of protecting people and promoting freedom of expression.

We are committed to promoting a fair and inclusive workplace where all our people can flourish and reach their full potential. We know diverse teams allow for a more creative and productive environment and we strongly encourage applications from a wide range of people regardless of disability, ethnicity or sexual orientation, age, gender/sex, gender identity or expression, religion, belief, or social background.

What we can offer you

This is a chance to work with and learn from an experienced Chief Executive, Chair and senior management team, and to contribute to the work of an interesting organisation that is driven by a strong sense of purpose.

There is a competitive starting salary of £60,000, 25 days of paid annual leave, and excellent additional benefits including season ticket loan, cycle to work scheme, private GP service, and (once probation is completed) free fitness membership.

The role is full-time, and IPSO offers hybrid working to all staff. All staff work two core days (Tuesdays and Wednesdays) in our Central London office. Members of the senior management team, including this role, work an additional day in the office, to be agreed with the Chief Executive. New staff may be asked to come in for more days while they familiarise themselves with the organisation.

How to apply

If you have questions about the role or process you can write to recruitment@ipso.co.uk and we will do our best to help.

To apply, please forward your CV and a cover letter explaining why you are interested in the role and why you believe your skills and experience are relevant to recruitment@ipso.co.uk by 12 noon on 4th March. Please also let us know how you heard about the job or where you saw this advertisement.