



Associate Director

Location: Bristol city centre (hybrid – minimum two days in the office depending on agency needs)

Hours: We are open to full or part-time for the right candidate. For part-time, flexibility on working days would be required to meet the client needs.

Reporting to: Managing Director

Salary: £55-65k depending on experience

Annual leave: 26 days/year plus bank holidays. Additional unpaid time can be agreed depending on circumstances and candidate.

Additional benefits: Membership of the PRCA, with 12-month CPD plan, access to training and online advice and support. Free monthly gym membership to any gym participating in the Hussle scheme.

About the role

As part of a small core team in a busy environment, the Associate Director has a key role leading and managing a portfolio of clients, supporting with business development and overseeing other members of the team.

Under the current size and structure, the Associate Director is in effect the deputy to the MD and has the opportunity to play a key part in the growth and structure of the agency.

The successful candidate is a motivated self-starter with good initiative and excited about the role they can play in the ambitious growth plans of the agency. They are passionate about delivering 'communications for good' and supporting the organisations delivering positive social impact that we choose to work with.

The Associate Director embodies Strike's values and encourages other team members to follow them too: they are – Strategic, Creative, Dynamic, Authentic and Purposeful.

Key client responsibilities

- Develop and deliver strategic and creative communications campaigns
- Provide strategic communications advice to clients and stakeholders

- Build and maintain strong client relationships and nurture long-term partnerships with stakeholders
- Act as a senior contact for client accounts and provide counsel to senior leaders
- Ensure high standards of client service
- Evaluate campaigns and use learnings to inform future activity
- In partnership with MD, seek new business opportunities, support new business pitches and grow existing client accounts

Key company responsibilities

- Professional development and coaching for junior team members, building strong working relationships and a high performing team
- Oversee and manage freelancers and consultants working with Strike
- Provide senior leadership within the business and deputise for MD as required
- Develop / maintain a wide network of contacts
- Monitor the industry and external climate to provide advice to clients and Strike positioning and marketing
- Help to ensure workloads are managed effectively for multiple clients across the team, ensuring all work is completed in good time
- Managing and formulating budgets
- Support staff recruitment
- Support and mentor junior team members

Skills and experience

- Strategic communications skills across insight, planning, creative executions, delivery and evaluation
- Track record of developing stakeholder partnerships
- Team player with experience of leadership and management of direct reports and cross functional teams
- Reputation management and crisis communications
- Event planning and facilitation
- Project and budget management
- Well networked with a wide range of contacts

Values and behaviours

- Committed to delivering strategic and creative communications campaigns that deliver positive change
- Dynamic, proactive and self-motivated
- Authentic and honest, adhering to high standards of client confidentiality
- Champion of diversity and inclusion

Strike's mission

Strike's mission is to deliver powerful public relations. We see ourselves as an extension of our clients' teams and strive to add value with everything we do.

We help great causes inspire people and move them to take action. We do this through transformative campaigns and strategic communications for charities, cultural organisations and causes that matter. Whilst we work with a wide breadth of organisations, they all have a commonality of delivering positive social impact.

Application deadline and process

In the first instance, please send a CV (in whatever form you choose – from traditional to TikTok video) and covering email explaining why you're interested in this role to catherine@strikecommunications.co.uk.

Closing date for applicants is Monday, 30 January 2026.

Short-listed candidates will then be invited to an in-person interview with the MD and our non-executive director. We'll also ask you to present a recent piece of work to demonstrate your expertise and impact.