|  |
| --- |
| London Community organiser |
| **Organisational Overview:**At NEF, we are committed to reshaping the economy for the betterment of people and the planet. Our community organising team focuses growing community power through organising and campaigns that enable everyday people to lead positive social and economic change through fostering collective action and driving social change from the grassroots to the national systemic change. **Programme Overview**This is an exciting opportunity to join the New Economics Foundation to work as a community organiser on[**Power to Prosper**](https://www.runnymedetrust.org/partnership-projects/power-to-prosper)**, a partnership project between The**[**Runnymede Trust**](https://www.runnymedetrust.org/)**and**[**New Economics Foundation**](https://neweconomics.org/)which aims to grow the power of everyday people to challenge Britain’s growing inequality, poverty and the role of problem debt.As a Community Organiser, you will work with our organisers and grassroot host organisations **in London (Newham and Lambeth)**. You will provide support and training to our nested community organisers who will be operating from a host organisation. You will also help develop relationships and partnerships in the regions in order to build out the movement.Reporting to the Participatory Action researcher, your focus will be on building the power of marginalised communities in your regions impacted by the issues we’re campaigning on, including poverty, inequality and problem debt. You will support the partner organisations to both embed community organising in their organising and campaigning work with impacted groups. This work will involve, working with NEF and Runnymede’s teams to listen to people about the causes and potential solutions of inequality, poverty and problem debt and to equip people most impacted with the organising skills to take action together at a local, regional and national level. You will need to be an excellent organiser and campaigner. You must have a demonstratable commitment to anti-racism, be skilled in facilitation and communication with a wide range of audiences. You must have a strong track record of working with impacted groups and have an understanding of the wider political context, causes inequality.  |

|  |
| --- |
| JOB DESCRIPTION  |
| **Leadership development & training*** Coach and support a team of nested community organisers to deliver road map in line with power to prosper goals.
* Build highly collaborative relationships and teams - with and between. - a diversity of partner organisations, including Foodbanks, Faith, Black and Ethnic minority led organisations, and organisations at the forefront of tackling the crisis of poverty and inequality to develop high impact campaigns.
* Working with the Participatory Action researcher bring together a national leadership team.
* Deliver organizing training and coaching with community organisers and partner organisations.
* Build strategic relationships and alliances with partner networks and organisations in London (Newham and Lambeth).
* Prioritise reflection and learning in approach to all work especially as relating to work with other people.

**Campaigns, Research and Action*** Support organisers and research team to lead listening campaigns with partner organisations and communities
* Develop strategic campaigns with the organisers and partners organisations
* Plan and deliver actions and campaigns that build the power of partner organisations and communities to
* Organise and support negotiations between the communities we support and the decision-makers they target through their campaigns
* Evaluate the effectiveness of actions, negotiations and campaigns and incorporate lessons learned into future actions

**Relationship and Partnership Building:** * Grow a network of relationships with organisations that work directly with impacted people to address issues of inequality and power.
* Spearhead the formation and leadership of multi-organization teams to deliver highly impactful campaigns addressing the crisis of power and inequality.
* Provide strategic campaign advice and capacity building to partners, particularly in the Power to Prosper hubs.

**Staff Support and Coaching:** * Support a diverse team providing coaching, guidance, and professional development opportunities to enable leadership.
* Contribute to a positive and collaborative work culture, emphasizing the importance of diversity, leadership, and accountability within the team.
* Use coaching as a core leadership practice to develop staff members and partners.

**Project delivery & management*** Manage an effective road map that results in clear campaign wins.
* Provide Monthly organiser reports to you line manager
* Use digital tools, including Monday.com and Action Builder

**Communications*** Ensure the communication plan is kept up to date with key organising actions and events
* Represent NEF as a speaker at public events, within social movements, and at actions and negotiations
* Work with NEF and Runnymede communications team to develop powerful campaign communications – with an emphasis on storytelling
* Work with communications team to develop diverse spokespeople for media interventions and generate media opportunities and strengthen the campaign.

**Application & work organisation*** Be proactive concerning personal professional development by reading widely, reflecting on own organising craft and improving on self-identified areas for development
* Practise self-care in the context of working hours
* Work effectively with colleagues & participate actively in the organising team and make a contribution to the learning of other staff
* Support high performance at NEF by applying high standards, providing clear expectations and mutual support, encouragement and mentorship
* Organise time and tasks effectively, produce required reports and follow NEF procedures on time and to the required standards
 |

|  |
| --- |
| Person Specification: **Essential aspects are shown in bold**. Aspects not in bold are desirable but not essential.**EDUCATION & QUALIFICATIONS****MOTIVATION*** **Committed to acting for social, racial and economic justice.**
* **Driven by building relationships with people and enabling the leadership of everyday people to make change happen.**
* **Demonstrable commitment to Anti-Racism**

**Knowledge and Experience*** **A deep understanding of community organising and developing community-led initiatives - with a strong track record of guiding and supporting effective partnerships or coalitions and familiarity with Marshall Ganz’s organising framework.**
* Experience of coaching and training: Previous experience of delivering group trainings and providing one to one support to develop people’s leadership to organise.
* Grassroots Campaign Management: Proven success in designing and executing grassroots campaigns for impactful change in collaboration with communities.
* **Deep understanding of working with diverse communities, promoting inclusivity, reflecting on your own power and privilege, and ensuring diverse representation in campaigns and partnerships.**
* **Significant experience in working with ethnic minorities and racialised communities.**
* **Experience of effective conflict management: Ability to manage conflicts within groups constructively, promote open dialogue, and find resolutions aligned with Runnymede Trust & NEF's values and mission**
* Organisational Skills: A proven ability to manage competing priorities, manage your own schedule and maintain a good a volume of 1-2-1s on a weekly basis
* Digital Organising: an awareness of how to use digital organising tools, such as Action Network

**SKILLS & ATTRIBUTES*** **Excellent verbal and written communication skills and the ability to inspire, motivate and lead a wide range of people**
* Creative and strategic approach to problem solving.
* **Self-starting, Can-Do Attitude, pro-active and able to manage projects and structure work independently**
* Strong IT skills with good knowledge of Microsoft Office and organising tools such as Action Network.
* Excellent interpersonal skills – able to interact with a diverse range of contacts from multiple disciplinary backgrounds.
* Strong empathetic, motivational leadership skills to foster collaboration, encourage creativity, and drive positive change
* **Excellent facilitation skills, including using these to encourage trusting community relationships and positive group dynamics.**
* **Commitment to Learning and Coaching: Growth mindset, willingness to learn, and ability to coach and mentor staff for their growth and development.**
* Self-awareness: Ability to reflect on your own needs, abilities, areas for growth and dynamics within the relationships you hold, with a view to taking care of your own wellbeing and developing as an organiser.
* **Demonstrable experience of building and growing leadership within black and brown led organisation.**
 |