

Climate & Racial Justice Organiser

Responsible to: Organising Director

Key relationships: AYCC staff, volunteers, movement partners

Location: Melbourne, Brisbane or Sydney

Employment Basis: 12 month contract, part-time

Hours: 2-3 days/week (dependent on candidate's capacity)

Remuneration: \$50,000 - \$53,543 pro rata, plus 11% super

Start date: Ideally early February 2021, but flexible for the right candidate

The AYCC is a youth-led organisation with an exemption from the Anti-Discrimination Act - we seek applications only from people under the age of 30. **This is an identified position for a young person of colour.** We value passion, talent and lived experiences, over formal qualifications.

About the role

The Climate and Racial Justice Organiser is responsible for a new portfolio of work at AYCC developing the leadership of our volunteers of colour in order to build a truly multi-racial movement for climate justice. They'll do this through designing training programs; supporting people of colour volunteers in autonomous spaces; building relationships with partner organisations; and learning from other multi-racial movements for change.

About AYCC

The AYCC is a non-profit, non-partisan organisation building a movement of young people to protect our future from climate change. We are Australia's largest youth-led organisation and one of the most effective organisations dedicated to tackling climate change, with hundreds of volunteers nationally and more than 200,000 supporters. We have three major areas within AYCC:

- **Campaigns to solve the climate crisis:** we run strategic campaigns to make sure Australia moves from fossil fuels to renewable energy as quickly as possible while putting justice at the centre. Our campaigns include:
 - **Stopping dangerous gas expansion**, by stopping the finance new projects require and eroding the social licence of the fossil fuel industry.
 - **A Clean Jobs Guarantee** and investment in our communities to tackle two crises at once.
 - **Solidarity with communities on the front lines** of fossil fuel extraction and climate change impacts.

- **Movement building:** our movement is radically inclusive, equitable and accessible, and prides itself on its diversity and scale. **To be able to win on our campaigns we know we need young people taking action everywhere across the continent.** We empower volunteers to take on meaningful leadership and responsibility while supporting each other to learn and grow. And we also prioritise building the power of our movement in the places and communities most critical to enabling us to shift the public story and policy of climate change on this continent.

Your key responsibilities include

- Designing a training program specifically for our volunteers of colour, recruiting for the program and delivering the program
- Creating and managing an autonomous space for volunteers of colour
- Supporting other staff to ensure our campaigns and communications products are designed to maximise accessibility for young people of colour
- Liaising with and learning from other multi-racial movements for change, and building relationships with racial justice organisations
- Supporting the communications team in developing our multilingual content strategy, including through community engagement
- Working in solidarity with other organisations, including around First Nations' justice
- Other duties as required by the organisation from time to time, including to support our campaigns

Note: this is a new program at AYCC and changes in the responsibilities of the Climate and Racial Justice Organiser may be needed as we develop and refine the program. Change in responsibilities will be made in consultation with the Racial Justice Organiser.

Selection criteria

We're a youth organisation, so we don't expect you to be an expert at everything. We're not looking for someone with any particular qualifications or educational background. If you fit a few, but not all of the below attributes, we encourage you to apply!

Skills and experience

- Lived experience of being a part of and working with communities of colour and/or Aboriginal and Torres Strait Islander communities
- An understanding of the intersections of the climate crisis and racial justice
- Facilitating groups and teams, including in cross-cultural contexts
- Designing and delivering training programs across a broad range of topics
- Managing and coaching teams of volunteers

- Written and verbal communication, including copy-writing for event pages and social media posts

Cultural fit and other attributes

- Abides by and embodies the AYCC movement's values, including a deep commitment to racial justice
- Able to work well at the intersection of a grassroots movement and a formalised NGO and can take a nuanced approach to AYCC's organisational culture
- Able to work under pressure in a fast-paced environment
- Values giving and receiving feedback
- Innovative and creative

How to apply

Candidates should submit via email:

- **A resume of no more than 2 pages**
- **A cover letter of no more than 2 pages** addressing the **core skills and attributes**
- **An answer to this question:** *“what are some key barriers to building a multi-racial movement for climate justice in Australia, and what are some ways AYCC could overcome this?”*. Your response can be in writing, a short video, or another medium of your choice.

Applications should be sent to application@aycc.org.au using the subject line *‘Application - Climate and Racial Justice Organiser’*.

APPLICATIONS CLOSE: Midnight Sunday 17th Jan 2020