



We're looking for a Senior Campaigner to join the Fair Agenda team!

Fair Agenda is a community of 42,000 people campaigning for a future where our gender doesn't determine our safety, financial security or agency over our lives and bodies.

We are seeking an experienced and driven campaigner of colour to join our team as a Senior Campaigner.

The successful applicant will have the opportunity to be involved in driving major campaigns, mobilising tens of thousands of Australians for justice, and persuading political, corporate and community decision makers to put fair on the agenda.

They will join a small but mighty team, drive campaigning in a nimble and impact-focused organization, and advocate for change across a range of issues, including: gendered violence, reproductive justice, and financial security.

As part of Democracy in Colour's People of Colour placement program, the successful applicant will also have the opportunity to participate in a 10-month program of professional development (on paid work time) with a cohort of other campaigners of colour, and have access to a network of mentors to help them deepen their expertise.

While Democracy in Colour's placement program has traditionally focussed on creating entry level roles for people of colour, the 2021 program is focussed on tackling the lack of diversity at senior levels within the non-profit space. This role will be part of a more senior cohort of campaigners of colour and will have access to advanced, tailored training.

About Fair Agenda

Fair Agenda's staff team supports our 42,000 members to strategically mobilise on issues of gender inequity in key moments. We leverage rapid online, social and media campaigning tactics to put issues affecting women on the agenda for decision-makers. We deliver our campaigns in partnership with service providers, policy experts, and people with lived experience - to change the policies that change our lives.

In recent years our movement has played a critical role in:

- Securing an additional \$150 million of federal funding to improve responses to family and domestic violence, stop \$34 million of cuts to community legal centres, and boosting funding of 1800 RESPECT,
- Decriminalising abortion in Qld, NSW and SA, and securing safe zone protections in SA and NSW.
- Blocking cuts to working parents' time to care for their newborns that would have hurt 79,000 working families a year. Plus much more.

About the Senior Campaigner role

The Senior Campaigner will drive and deliver tactics to mobilise tens of thousands of Australians, and persuade political, corporate and community decision makers to put fair on their agenda.

They will work closely with the Executive Director to drive campaigns and innovate tactics to influence change.

Specifically, a Senior Campaigner will be responsible for:

- Developing and delivering tactics to win campaigns on issues affecting women,
- Writing and editing action emails to Fair Agenda members,
- Developing video and visual content to engage members with campaigns,
- Supporting and training Fair Agenda members to participate in or lead campaign activities,
- Writing press releases and organising media actions,
- Developing and delivering tactics for member fundraising, including planning and running events, and writing fundraising emails,
- Delivering rapid response campaign actions when issues make the headlines,
- Driving an area of work (such as fundraising, member growth, event organisation, or membership management), and
- Other ad hoc activities as discussed with the Executive Director.

As the Senior Campaigner your day might involve things like:

- Writing an email to tens of thousands of Fair Agenda members, to engage them to take a campaign action,
- Scripting and recording a video to explain a campaign issue on Facebook,
- Working with the rest of the team to plan tactics on a major campaign,
- Delivering a skype training to Fair Agenda members to prepare them for a meeting with a decision-maker, or
- Analysing data about member actions, to understand how to better engage members of the Fair Agenda community.

Skills and experiences you'll need to bring as a Senior Campaigner

We have no formal education requirements for roles on the Fair Agenda team. If you can meet the responsibilities of the role and are willing to grow and learn, that's the most important thing!

We anticipate that an applicant will need to have at least 3 years campaigning experience to do the role.

The skills and experience you will need for this role are:

- Experience working with affected and diverse communities,
- Lived experience of being a part of, and working with, communities of colour or Aboriginal and Torres Strait Islander communities.
- Excellent copy writing and communication skills, with capacity to write in campaign email formats,

- Experience developing and delivering campaign tactics,
- An understanding of campaign strategy, and experience working on community driven campaigns,
- A can-do attitude, ability to learn new skills and adapt to new contexts quickly,
- The ability to reflect on your own work and evolve your approaches, and implement feedback,
- Ability to problem-solve and flourish in a self-directed work environment,
- Comfort in fast-moving work environments,
- Attention to detail,
- A dedication to fighting for justice and equality.

Additional skills and experiences considered valuable:

- Understanding of and/or training in anti-oppression,
- Experience producing videos or visual campaign assets,
- Proven ability to drive impact through previous campaigns,
- Experience maintaining or growing an online membership,
- Experience using Nationbuilder to deliver communications, create webpages and manage members,
- Proven ability to achieve fundraising results through online and/or major donor relationships,
- Proven ability to secure media coverage,
- Experience managing digital advertising campaigns,
- Proven ability to maintain productive working relationships with partner organisations, advocates with lived experience, and/or affected communities,
- Experience managing brand and campaign risks, and/or
- Experience engaging productively with decision-makers from across the political spectrum.

Working with Fair Agenda

As an organisation, Fair Agenda works to live up to these values:

- Making sure our work is impact focused
- Being intersectional in our approach
- Being collaborative wherever possible, and
- Standing with, not speaking for.

As a team, our cultural principles are:

- We value our people, and recognise that people have lives beyond work (and that those lives sometimes throw us curve balls),
- We celebrate success (with cake!),
- We value constructive feedback, to make sure we're having the greatest impact possible, and
- We're willing to try new things, and recognise that not all of them will succeed – and believe in “failing fast”.

We know that representation is a cornerstone of justice, and seek to build a team that draws from lived experience in challenging patriarchy as well as the intersecting oppressions that increase barriers to safety and justice. We expect all team members to take responsibility for co-creating a safe and equitable team environment, and invest in trainings and advice from experts to ensure our board and staff team are continually improving and evolving our approach to challenging oppression, injustice and inequality.

We care about the wellbeing of team members, and offer 14 days personal leave pro rata, as well as paid domestic and family violence leave, cultural and ceremonial leave and gender affirmation leave.

This is a participant role in Democracy in Colour's People of Colour (POC) Placement Program - a 10 month on-the-job professional development program for campaigners of colour. This program is about investing in campaigners of colour, supporting their talent, and pushing organisations to centre their voices for real, lasting change. The 2021 program is focused on tackling the lack of diversity at senior levels within the non-profit space.

As part of the program, you will work 4 days per week within Fair Agenda's campaigns team and spend on average 1 day per week participating in professional development with a cohort of other campaigns of colour. This will include: immersive retreats, weekly support meetings, fortnightly workshop intensives, speakers, discussion groups, mentoring and networking. The advanced and in-depth curriculum will cover all areas of campaigning – from strategy, leadership and political engagement to digital, communications and fundraising; and will be tailored to best serve the successful applicant and other members of the cohort.

Further information

The role is being offered on a full-time basis - but reduced loading and flexible working conditions are negotiable. The ability to work from home and with flexibility outside normal hours of operation are also possible.

The work will commence from a negotiable start date in May, on an initial 12 month contract, with a possibility of extension.

The indicative salary range for the Senior Campaigner role is: \$73,500 - \$88,000 per annum pro rata (plus super).

The role offered will be on the basis of relevant experience, and final position details and salary will be negotiated with the successful candidate. Please note that salary will be set in line with a matrix based on skills and experience (which will be made available for your information and review). Please note the successful applicants will not be expected to start at the bottom of the band.

Applications are open to candidates in any state. There is some preference for the successful applicant to be located from Fair Agenda's office space in Melbourne. One staff member already works remotely from Sydney, so the team is set up for remote interstate working.

To express interest

To express interest in this role, please send:

- A copy of your resume (noting your responsibilities in previous roles), and
- A campaign email (or other piece of campaign communications material) you have written

To Fair Agenda's Executive Director Renee Carr via info@fairagenda.org.

And complete this form. There are two kinds of questions in the form:

<https://forms.gle/Xn7X8d2VVGpAx6CJA>

- Short application questions. Specifically:
 - Why are you excited about this role, and joining the Fair Agenda team?
 - In a recent campaign - what tactics did you use to influence the decision-maker, how did you think those tactics would influence the decision-maker, and what actually ended up influencing the decision-maker on that issue?
 - Thinking back to a recent campaign – what lessons did you learn that you will apply to future work? (We're interested to understand your ability to reflect, evaluate, and learn)
 - Can you share an example of a time you have taught yourself a new skill, and/or solved a problem without support?
 - Have you ever driven work to improve an area of work at an organisation? (e.g. conducting analysis, crunching data, or testing different approaches) – if so, what did that involve and what was the outcome?
- Some quick demographic questions to help Fair Agenda and Democracy in Colour ensure the inclusion of people from a diverse range of cultures, abilities, experiences and genders.

Expressions of interest will close at **Midnight Monday 12th April 2021**.

Shortlisted candidates will be asked to complete a practical task as the next step in the process. We anticipate this will be between the 14th and 18th of April.