

Job Title: Community Organiser

Salary: **£31,044 + £3,000 London Weighting**
Hours: **37.5 hours per week** (some unsociable hours)
Inclusion: Black and minority ethnic candidates are strongly encouraged to apply. Part time possible.

Contract: **12 Months (with the hope of extension)**
Based: **South London**

Citizens UK

Citizens UK organises communities to act together for power, social justice and the common good. We are the home of broad-based community organising in the UK, with 11 diverse civil society alliances across England and Wales. We build powerful alliances that develop the leadership capacity of our members so they can hold politicians and other decision-makers to account on the issues that matter to them. Citizens UK also creates systemic change through projects such as the Living Wage Foundation, PACT and Sponsor Refugees. Please visit our website at: www.citizensuk.org

Purpose

This is the perfect role for someone with a belief in the capacity of ordinary people to create change, a passion for tackling educational inequality and injustice and an ability to relate to a diverse community.

Organising in Lambeth

Community organising is at its core about building relationships and developing the leadership of local people so that they can win change on the issues that matter most to them. Lambeth Citizens; an alliance of local schools, faith institutions, universities, community groups and charities has been organising for change for 14 years, you will be building on this legacy to ensure communities in Lambeth can achieve justice. In this role you will be working alongside the Lambeth Community Organiser (Paulina Tamborrel) to develop and strengthen this alliance of over twenty organisations.

A significant part of your time will be invested in building relationships and trust with leaders and member institutions. By running listening campaigns, you will be responsible for facilitating a wide range of conversations and supporting leaders to do the same. Once common issues are identified you will work alongside leaders and fellow organisers to develop strategies to win change in the borough and beyond. An ability to relate to others and bring your own stories into the work is essential.

Project Managing the Social Mobility Strategy

Working closely with our Strategic Partners King's College London, this role will Project Manage our Social Mobility Strategy: an innovative collaborative process of listening to young people, parents and teachers to develop an action plan to break down the barriers to young people achieving their potential, thriving and being able to study at top universities.

Combining community organising methodology from Citizens UK and the widening participation expertise from King's College London; this is an innovative pilot that could transform the approach to social mobility in the United Kingdom.

Main Responsibilities

Working as a Community Organiser in South London CUK your main responsibilities will include:

<p>Build relational power to further the goals of CUK</p>	<ul style="list-style-type: none"> • Develop a comprehensive power analysis on your p • Develop and grow a substantial network of key influencers at a local level, including journalists; taking the initiative to establish new relationships as required • Conduct at least 3 one-to-ones a day in order to develop relationships with leaders; ensuring a deep understanding of their concerns. • Tell a wide range of Community Organising stories effectively in order to influence others and achieve CUK's goals
<p>Identify and develop relational leaders prepared to act with others for the common good</p>	<ul style="list-style-type: none"> • Identify and discern actual and potential leaders with the passion and ability to drive change • Achieve significant development of primary and secondary leaders; nominate new leaders for training on the core taster curriculum and for National Training • Successfully lead training on the core taster curriculum at a local level and teach a variety of sessions on the National Training course
<p>Strengthen institutions and develop BBOs</p>	<ul style="list-style-type: none"> • Ensure good understanding of the basic interests and traditions of typical member institutions • Organise a full local alliance or a large cluster of up to 15 standard member organisations or up to 5 strategic partners to work together on shared issues, including a Leadership Team • Support pre-existing core teams and create/develop new core teams to provide leadership for multi-institutional campaigns • Run institutional development campaigns in a range of types of organisation
<p>Support leaders through the Cycle of Action in order to create change</p>	<ul style="list-style-type: none"> • Take the staff lead on major actions and campaigns at a local level; aiming to achieve multiple large local wins • Develop and facilitate action planning teams at local level • Develop strategies for significant local impact; with comprehensive plans and tactics • Organise and support local actions, ensuring publicity, and facilitating negotiations • Evaluate the effectiveness of actions; demonstrating ability to incorporate lessons learned into future actions
<p>Contribute to CUK's financial viability through effective fundraising & financial management</p>	<ul style="list-style-type: none"> • Recruit new dues paying institutions; negotiating annual membership fees and letters of understanding as required • Contribute to fundraising by securing £40-60k pa overall, at least half of which must be 'hard money' from the recruitment and retention of member institutions. • Manage the budget at Chapter/campaign level, incl. setting/ monitoring of budgets, and ensuring dues are collected in a timely manner
<p>Contribute to effective teamwork</p>	<ul style="list-style-type: none"> • Be proactive concerning personal professional development and wellbeing; i.e. by reading widely, developing a healthy work-life balance and demonstrating ability to reflect on own organising craft and improve on self-identified weaknesses • Demonstrate ability to work effectively with colleagues and participate in a team; contribute to the learning of other Organisers

	<ul style="list-style-type: none"> • Lead other Organisers or Associates in a manner that supports high performance by providing clear expectations and providing proactive support, encouragement and mentorship • Produce all required reports and follow CUK's procedures on time and to the required standards
<p>Participate in the development of the craft of Community Organising and play a role in the Guild of COs</p>	<ul style="list-style-type: none"> • Schedule an average of at least three 1-2-1 relational meetings into your daily schedule as a core part of your professional practice • Commit 10 working days pa (pro rata for part-time staff) to the preparation, delivery and evaluation of Citizens UK National Community Leadership Training; • Participate in a Guild Team and help it develop as a Community of Practice that enables Organisers across the UK to develop their skills and experience.

Person Specification

REQUIREMENTS		ESSENTIAL	DESIRABLE
QUALIFICATIONS	Bachelor's degree in any subject	✓	
	Evidence of further and continuing study including a possible professional qualification		✓
EXPERIENCE	Experience of working with educational institutions	✓	
	Experience of working with young people	✓	
	Experience of successful fundraising	✓	
	Experience of setting up a new or consolidating an existing project	✓	
	Clear evidence of campaigns won and volunteers developed	✓	
KEY SKILLS AND KNOWLEDGE	Ability to inspire, motivate and lead (particularly people who are different than you)	✓	
	Ability to organise yourself and others and to work responsibly in an unstructured environment	✓	
	Knowledge of the issues impacting on youth people and parents	✓	
	Financial management skills including ability to set and manage a budget		✓
	Ability to use imaginative strategies to help improve disadvantaged communities	✓	
	Ability to plan and organise under pressure	✓	
	Ability to work with and relate to all types of people	✓	
	Ability to teach and run workshops	✓	
	Ability to develop the potential of others	✓	
	Ability to communicate well verbally and in writing	✓	
PERSONAL QUALITIES & VALUES	A passion for justice	✓	
	A commitment to social mobility	✓	
	A good sense of humour	✓	
	A positive enthusiasm for working with faith congregations, trade unions, schools and other community organisations	✓	
	An interest in and experience of politics and public life	✓	
	Able to work in a team	✓	
	Willingness to work within accountable relationships	✓	
	Self-motivated and adaptable	✓	

If we are unable to find a candidate with the right experience, we will consider making an appointing at a lower grade with additional support. The successful applicant will be required to undertake a satisfactory Enhanced DBS check. DBS checks are renewed on a 3-year cycle.