

SENIOR COMMUNITY ORGANISER

Full time, fixed term contract with probation period.

About us

Power to Prosper is a national community wealth building programme, delivered by the New Economics Foundation (NEF) in partnership with a network of community hubs across the UK. The programme works to build community-owned economic power and challenge racial and economic inequality.

Power to Prosper is in the process of becoming an independent organisation and is currently being incubated within the New Economics Foundation group. During this incubation period, contracts of employment will be offered on a fixed-term basis through NEF Consulting.

About the role

As Senior Community Organiser, you will build organised community power across Power to Prosper's Hubs. You will identify and develop leaders, build strong relational networks, support communities to identify shared issues, undertake power analysis, develop strategy and organise collective action that can secure meaningful change.

You will also develop the organising capacity of Hub organisations and other organisers, helping to build strong local teams that can act together over the long term. The purpose is not simply to increase participation in Power to Prosper, but to build the leadership, relationships and collective power communities need to shape and increasingly own their local economies.

You will be an experienced community organiser able to move between on the ground organising, coaching and developing others, campaign strategy, partnership building and coordination. You will work closely with the Lead Organiser and other Senior Organiser to ensure strong and consistent organising practice across P2P while retaining the local leadership and relationships that make each hub effective.

You will need to be an excellent organiser, coach and relationship-builder, committed to taking action to win social, racial and economic justice. You should have a demonstrable commitment to anti-racism, strong facilitation and communication skills, and a track record of developing other organisers and community leaders.

Important: Community organising is a specific craft and discipline within Power to Prosper, and previous experience of practising community organising is a non-negotiable requirement for this role.

We will not accept experience in community engagement, participation, co-design, outreach or community development as a substitute. These are valuable disciplines in their own right, but they are distinct from community organising and will not be considered equivalent experience for this role.

Applicants must have been trained in and have practised community organising, including building relationships and collective power through purposeful one-to-ones, identifying and developing leaders, deep listening, power analysis, strategy, public action and negotiation.

Our organising practice is informed by traditions and methodologies associated with Saul Alinsky and Marshall Ganz, as well as comparable power-based organising approaches. Applicants must be able to demonstrate hands-on experience of practising this specific craft, rather than simply an understanding of organising principles or related community-based work.

This position will be line managed by the Lead Organiser, working closely with the Head of Community Organising.

Key responsibilities

Leadership, coordination & training

- Lead and support community organising across an agreed portfolio of P2P hubs and campaigns.
- Coach, support and develop Organisers and embedded organisers, strengthening their organising craft, strategic judgement and ability to develop others.
- Support organisers to build strong local leadership teams rooted in communities.
- Build collaborative relationships and teams with and between a diversity of partner organisations, including organisations rooted in Black and minoritised communities and organisations tackling poverty, inequality and economic injustice.
- Deliver community organising training and coaching through the established NEF Organising training programme, The Guild, and through ongoing coaching and learning within P2P.
- Contribute to the development of organising practice, training and learning across the wider P2P organising team.

Campaigns and action

- Work with organisers, community leaders and partner organisations to develop strategic campaigns capable of building community power and achieving meaningful wins.
- Develop campaign strategies and roadmaps with organisers and community leaders, establishing clear goals, milestones and measures of progress.
- Plan and support actions that build the leadership, confidence and collective power of communities and partner organisations.
- Evaluate the effectiveness of organising, actions, negotiations and campaigns and incorporate learning into future strategy and practice.
- Work with the Lead Organiser and other Senior Organisers to identify connections between local campaigns and opportunities for coordinated or national action.

Relationship and partnership building

- Develop and sustain strategic relationships with organisations working directly with communities impacted by poverty, inequality and racism.
- Support partners to strengthen their own organising capacity and develop leadership within their organisations and communities.

- Identify opportunities to grow and deepen P2P's organising base and strengthen relationships between hubs, partners and the wider movement for economic and racial justice.

Staff management and coaching

- Line manages two organisers as allocated within the P2P organising structure.
- Provide regular supervision, coaching, feedback and development support, enabling staff to strengthen their organising practice and grow as leaders.
- Use coaching as a core leadership practice, supporting organisers to analyse challenges, exercise judgement and develop their own solutions rather than creating dependency.
- Set clear expectations and support accountability for organising practice.
- Identify development needs within the organising team and work with the Lead Organiser and Head of Community Organising to strengthen training, coaching and support.

Communications

- Work with communications colleagues to ensure key organising actions, campaigns, events and wins are reflected in P2P communications.
- Support the development of powerful campaign communications grounded in the experiences, stories and leadership of communities.

Programme development

- Work with the Lead Organiser and colleagues across P2P to ensure community organising and movement-building are embedded throughout the programme.
- Capture learning, outcomes and examples of impact from hubs and campaigns to strengthen programme development and fundraising.

Application & work organisation

- Practise self-care in the context of working hours.
- Work effectively with colleagues and participate actively in the organising team, contributing to the learning of other staff.
- Organise time and tasks effectively, produce required reports and follow P2P procedures on time and to the required standards.

Person specification

Aspects in bold are essential. Aspects not in bold are desirable but not essential

Motivation

- **Committed to taking action for social, racial and economic justice.**
- **Driven by building relationships with people and supporting the growth and development of others.**
- **Demonstrable commitment to anti-racism.**

Knowledge & Experience

- **At least 3 years' substantial, hands-on community organising experience, including building collective power, developing community leaders and organising people to take collective action and win change.**
- **Proven experience of developing and delivering successful campaigns that build community power and achieve change.**
- **Experience of coaching, supporting and developing community organisers and community leaders.**
- Experience of building strong relationships, trust and reciprocity across communities, organisations and groups.
- **Experience of facilitating and delivering community organising training.**
- Experience of managing conflict constructively and supporting open dialogue.

Skills & Attributes

- **A deep understanding of community organising.**
- **Strong organising and campaign skills, including listening, power analysis, leadership development, action and negotiation.**
- **Excellent interpersonal and communication skills, with the ability to inspire, motivate and develop a wide range of people.**
- **Self-starting, proactive and able to manage campaigns, relationships and priorities independently.**
- Good IT skills, including experience of or willingness to learn organising tools such as Action Builder and Action Network.