

LEAD 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.

While we established Power to Prosper as an independent organisation it is being incubated within the New Economics Foundation group and contracts of employment will be offered on a fixed-term basis only via NEF Consulting.

About the role

As Lead Organiser, you will lead the P2P Community Organising workstream, providing strategic direction and coordination across local hubs alongside the NEF Head of Organising. You will line manage two Senior Community Organisers, supporting their development and overseeing the wider P2P organising team. Working closely with colleagues across research, communications, programmes and operations, you will ensure community insight shapes the programme's strategy and that the organising workstream is delivered effectively through strong coordination, resourcing and support.

You will be an experienced organiser, leader and project manager with excellent relationship-building, facilitation and communication skills. You will have a strong commitment to anti-racism and social justice, experience managing and developing managers or coordinators, a proven track record of working with impacted communities, and a good understanding of the political and economic factors that drive inequality.

This position will be line managed by the Head of Community Organising, with accountability to the Director of Power to Prosper.

Key responsibilities

Leadership, coordination & training

- Provide overall strategic coordination and oversight of the P2P community organising section, ensuring consistency of quality, approach and impact across the programme's hubs.
- Coach, manage and support the two Senior Community Organisers, and, through them, the wider network of Organisers and embedded organisers across the seven hubs.
- Build highly collaborative relationships and teams, with and between, a diversity of partner organisations.
- Work with the Head of Community Organising and the Director of Power to Prosper, to bring together and lead a national leadership team.

- Deliver organising training and coaching within the established NEF Organising training 'The Guild'.
- Prioritise reflection and learning in all aspects of the work, especially in relation to working with other people.

Campaigns and action

- Coordinate strategic campaigns across the P2P hubs with the Senior Community Organisers and partner organisations, ensuring alignment with national programme goals.
- Oversee the delivery of actions and campaigns that build the power of partner organisations and communities.
- Evaluate the effectiveness of actions, negotiations and campaigns across the programme and incorporate lessons learned into future strategy.

Relationship and partnership building

- Support 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-organisation teams to deliver highly impactful campaigns addressing the crisis of power and inequality.
- Provide community organising strategic advice to partners across the hubs.

Staff management and coaching

- Line manage two Senior Community Organisers and hold overall responsibility for the development of the wider organising team across the programme's hubs together with the Head of Organising.
- Foster a positive and collaborative work culture across the P2P organising workstream, emphasising the importance of diversity, leadership and accountability within the team.
- Promote open dialogue and report on the workstreams' progress to the Head of Community Organising, with regular updates to the Director of Power to prosper.
- Use digital tools, including Action Builder, to coordinate activity and reporting across the programme.

Communications

- Ensure the communication plan is kept up to date with key organising actions and events across the P2P hubs.
- Act as the key point of liaison between the other P2P workstreams and the organising workstream.
- Work with the communications teams to develop powerful campaign communications, with an emphasis on storytelling.

Programme development

- Provide coaching and training to colleagues to support the integration of organising and movement-building into the wider programme.

- Connect community organising with the wider Power to Prosper programme, working closely with research, communications, and programme/operations colleagues to ensure organising insight and community voice inform and shape the programme's overall strategy.

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.
- Support high performance across P2P by applying high standards, providing clear expectations and mutual support, encouragement and mentorship.
- Organise time and tasks effectively, produce required reports and follow P2P procedures on time and to the required standards.

Person specification**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

- Substantial experience of community organising for social, racial and economic justice
- Experience in facilitating and providing community organising training for organisers
- Experience coordinating across teams with different disciplines, for example research, communications or policy, to align on shared goals.
- Demonstrable experience of ensuring people from diverse backgrounds and cultures are playing leadership roles in campaigns, partnerships, and/or coalitions
- Proven experience in leading and executing successful campaigns that drive impactful change
- A track record of leading teams and managers, developing good team working, and building relationships, trust and reciprocity across groups
- Experience of line managing and developing other managers or coordinators
- Experience of managing conflict in a constructive manner, promoting open dialogue, and finding resolutions that align with the project's values and mission
- Knowledge of using creative methodologies and their application to the engagement of communities

Skills & Attributes

- A deep understanding of community organising, and developing community-led initiatives, with a strong track record of guiding and supporting effective partnerships or coalitions
- Self-starting, proactive and able to manage projects and structure work independently across a multi-area programme
- 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
- 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.