

GREATER MANCHESTER COMMUNITY ORGANISER

Organisational Overview:

At NEF, we are committed to reshaping the economy for the betterment of people and the planet. Our community organising team focuses on growing community power through organising and campaigns that enable everyday people to lead positive social and economic change through fostering collective action and driving social change from the grassroots to the national systemic change.

Programme Overview

This is an exciting opportunity to join the New Economics Foundation to work as a community organiser on the Women Bridging Communities programme in Greater Manchester.

At its core, the programme responds to a critical and growing challenge: the erosion of trust, increasing polarisation, and fragmentation across communities in the UK. The programme centres the distinct role women already play in sustaining communities.

Women Bridging Communities creates the conditions for women across differences to come together, build relationships, strengthen relational power, and shape the spaces where decisions and influence sit.

Reporting to the Senior Community Organiser, your focus will be on building the power and leadership of women in Greater Manchester in order to tackle polarisation through collective action. This work will involve developing leaders' organising craft and leadership, listening to people about the issues in their local areas, identifying local campaigns and leaders, and equipping people with organising skills to take action together at a local and regional level.

You will need to be an experienced organiser and campaigner. You must have a demonstrable commitment to women and addressing polarisation, and be skilled in facilitation and communication with a wide range of audiences. You must have a track record of working with a diverse range of groups and have an understanding of the wider political context causing polarisation.

JOB DESCRIPTION

Leadership development & training

- Build highly collaborative relationships and teams - with and between - a diversity of partner organisations, including community organisations and Faith institutions.
- Deliver organising training to equip leaders and community members.
- Use coaching as a core leadership practice to develop leaders.
- Prioritise reflection and learning in approach to all work especially as relating to work with other people.

Campaigns, Research and Action

- Support organisers and research team to lead listening campaigns with community leaders and their communities
- Together with the senior organiser, develop strategic campaigns with leaders and community members.
- Plan and deliver actions and campaigns that build the collective power
- Organise and support negotiations between the communities we support and the decision-makers they target through their campaigns
- Evaluate the effectiveness of actions, negotiations and campaigns and incorporate lessons learned into future actions

Relationship and Partnership Building:

- Build strategic relationships and alliances with community leaders and organisations in Greater Manchester
- Spearhead the formation of local teams to deliver highly impactful campaigns addressing polarisation
- Provide strategic campaign advice and capacity building to leaders, and partners.

Working in a team

- Contribute to a positive and collaborative work culture, emphasizing the importance of diversity, leadership, and accountability within the team.

Project delivery & management

- Manage an effective road map that results in clear campaign wins.
- Provide Monthly organiser reports to your line manager
- Use digital tools, including Microsoft Office, Action Network and Action Builder

Communications

- Ensure the communication plan is kept up to date with key organising actions and events

- Represent NEF as a speaker at public events, within social movements, and at actions and negotiations
- Work with NEF communications team to develop powerful campaign communications – with an emphasis on storytelling

Application & work organisation

- Be proactive concerning personal professional development by reading widely, reflecting on your own organising craft and improving on self-identified areas for development
- Practise self-care in the context of working hours
- Work effectively with colleagues & participate actively in the organising team and make a contribution to the learning of other staff
- Support high performance at NEF by applying high standards, providing clear expectations and mutual support, encouragement and mentorship
- Organise time and tasks effectively, produce required reports and follow NEF procedures on time and to the required standards

PERSON SPECIFICATION:

Essential aspects are shown in bold. Aspects not in bold are desirable but not essential.

EDUCATION & QUALIFICATIONS

- Trainings in or qualification on community organising

MOTIVATION

- **Committed to acting for social, racial, gender and economic justice.**
- **Driven by building relationships with people and enabling the leadership of everyday people to make change happen.**
- **Demonstrable commitment to addressing polarisation.**
- **Demonstrable commitment to gender equity and justice.**

Knowledge and Experience

- **An understanding of community organising and developing community-led initiatives.**
- Experience of coaching and training: previous experience of delivering group trainings and providing one to one support to develop people's leadership to organise.
- Grassroots campaign management: proven success in designing and executing grassroots campaigns for impactful change in collaboration with communities.
- **Deep understanding of working with diverse communities, promoting inclusivity, reflecting on your own power and privilege, and ensuring diverse representation in campaigns and partnerships.**
- **Experience of effective conflict management: ability to manage conflicts within groups constructively, promote open dialogue, and find resolutions aligned with NEF's values and mission**
- Organisational skills: a proven ability to manage competing priorities, manage your own schedule and maintain a good a volume of 1-2-1s on a weekly basis

SKILLS & ATTRIBUTES

- **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.
- **Self-starting, can-do attitude, pro-active and able to manage projects and structure work independently**
- 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.
- Strong empathetic, motivational leadership skills to foster collaboration, encourage creativity, and drive positive change

- **Good facilitation skills, including using these to encourage trusting community relationships and positive group dynamics.**
- **Commitment to learning and coaching: growth mindset, willingness to learn, and ability to coach and mentor staff for their growth and development.**
- Self-awareness: Ability to reflect on your own needs, abilities, areas for growth and dynamics within the relationships you hold, with a view to taking care of your own wellbeing and developing as an organiser.
- **Demonstrable experience of building and growing leadership of women and their communities**

Last reviewed & updated	[Date]
Date most recently benchmarked	[Date]
Pay band	[P3]
