



Senior Organiser

Location: Hybrid working. Our flexible working policy requires everyone to be in our East London office for 25% of the time as a minimum because building in-person relationships is important to us (that could be one week a month, or a day or two a week), but you're welcome to be there more as many staff are. Travel in the UK is an essential part of this job, and NEON will cover the cost of this and hours will be repaid in TOIL.

Salary: £45,127 pa

Hours: Full-time, which for NEON is 28 hours a week - the equivalent of a 4 day standard work week. This can be done over 4 or 5 days, that's totally up to you. Hours are generally flexible, with some core meetings everyone has to be at.

Benefits: a 28-hour week, 7.5% employer matched pension, genuinely flexible working, 20 days holiday per year (25 days pro rated for a 4 day week), plus bank holidays and Christmas break, a progressive Parenting Policy, Sabbatical Policy, and a staff development budget

Reporting to: Head of Organising

Application deadline: 2nd June 2024, 11.59pm

Interview dates: 1st interviews 11th & 12th June 2024, 2nd interviews 21st June 2024

This role requires that you live in and have the right to work in the UK

About us:

NEON is a not-for-profit organisation committed to building the capacity and impact of social movements. We work across a wide range of progressive issues including climate, housing, healthcare and migration, and we support over 1,000 organisers, campaigners, communicators and leaders across the UK working towards political, environmental, and social justice.

At NEON we believe that having skilled, effective and sustainable social movements is essential to overcoming the challenges facing society. Our theory of change is that by intervening to build the capacity, capabilities and relationships of the people and organisations that make up social movements we can help build movements that can win.

We also aim to demonstrate that a better world is possible through experimenting internally with our culture and policies. We want to build a workplace centred on joy, care and justice and are ambitious about what an alternative could look like.



To build a culture and community that lasts, we organise around three values:

- **Solidarity** - we're here to change the system and that requires working together across issues and sectors that aren't normally in the same room. This means placing anti-oppression at the heart of our work and building the power of people most often affected by injustice to change the leadership of our movements
- **Generosity** is about sharing our time, resources and learning with one another as we support each other's work. It means being open and honest with one another, especially when we hit problems, and thinking creatively about how we positively build from there
- **Respect** is the bottom line for all relationships in NEON. It means being respectful of different backgrounds and life experiences and giving space for all voices to be heard. This often means listening more than we talk and being open to changing ourselves as a result of what we hear.

You can also check out [our website](#) for more info on NEON.

What is the Worker-led Transition project?

A collaboration between NEON and the Trades Union Congress (TUC), the Worker-led Transition project aims to future-proof manufacturing jobs and accelerate climate action. The TUC estimates that the future of up to 880 thousand jobs across the UK (in sectors like chemicals, automotive, steel, ceramics, their supply chains, and more) depends on timely retooling of their industries to meet the needs of a decarbonised economy. The project supports unionised workers in high carbon manufacturing industries to plan for the future of their workplaces - e.g. towards making green steel or zero-emissions vehicles - and advocate for worker-friendly transition plans, and builds coalitions across the climate and new economy movements to win a worker-led transition.



Purpose of the role

The purpose of this role is to support NEON's work to build organising capacity in UK social movements, including through NEON's Worker-led Transition project. You will:

- Build support for a worker-led transition in the climate movement and communities, with an emphasis on local and regional coalition and capacity-building in key industrial regions, as well as strengthening relationships with the trade union movement
- Co-deliver organising trainings and provide longer-term organising coaching for social movement organisations across a range of issues, to build their organising skills and capacity, and using tools and content developed through our Transformative Organising Programme
- Provide responsive support to movement organisations when they need it most, offering strategic and organising advice and resources

We know that people from certain backgrounds and identities are often excluded in progressive movements and we're committed to doing what we can to correct this.

So:

- We particularly welcome applications from marginalised groups, especially people of colour and other ethnic minorities, people who identify as LGBTQIA, Disabled people and those who identify as working class or have done so in the past.
- We know the work goes way beyond "diversity", it's about making the space inclusive too. So we are continuously working on that at NEON. So far this includes tangible things like a flexible work policy so people have genuine flexibility around where and when they work and a 28 hour week as standard; a gender-neutral parenting/leave policy, an anti-oppression strategy which is held at senior level given how important it is to the organisation. It also includes the day-to-day work of creating psychological safety for everyone at NEON and celebrating the wisdom of black, indigenous, queer, Disabled and other cultures in the way we work and behave

There are no formal education requirements for this role. As long as you can show us you have the skills we don't mind where you got them from! Also important to us is your potential to learn and grow in the role so even if you don't have 100% of the skills listed we want to hear from you.



What you will be doing

- 1) **Play a key role in the delivery of NEON's movement building and organising work for the Worker-led Transition project**, by strengthening relationships between the climate movement and trade union movements, and training and supporting local groups and community members to organise and campaign in support of a worker-led transition in key industrial regions:
 - a) This will involve visits to industrial sites and communities across England and Wales
- 2) **Co-design and deliver events and trainings**, where climate activists and trade union organisers and members can build relationships, strategise and plan joint action to deliver a worker-led transition
- 3) **Liaise with TUC staff** to ensure coordinated and effective action in support of a worker-led transition
- 4) **Deliver organising trainings and coaching** to social movement organisations and leaders, using content from our Transformative Organising programme
- 5) **Work with NEON's Head of Organising, to periodically review and update NEON's Transformative Organising content**, staying responsive to movement needs and the latest organising tools
- 6) **Work with colleagues in the Movement Building team to develop strategy**, and join up our organising work across programmes
- 7) **Play an active part in the whole NEON team**, contributing to organisation-wide plans

Who you are

Please note -this isn't a tick box exercise and we don't expect you to meet all of the criteria - it's more to give both us and you an overall sense of the role, and how the skills and experience you have might map onto it.

We're looking for someone with a:

- **Proven track record of using organising tools and approaches** to plan and deliver successful campaigns, with at least 3 years of experience. This might include doing mapping, conducting outreach, organising mass meetings, or integrating political education into campaign planning



- **Ability to deliver a complex organising strategy** in a fast moving environment, with sensitivity to movement politics
- **Good communication and relationship-building skills**, with the ability to communicate complex ideas clearly and work effectively with a range of movement organisations and individuals, including workers and those directly impacted by injustice and oppression
- **Excellent planning skills** to ensure projects are designed delivered to a high standard
- **Ability to work independently and flexibly** in a dynamic organisation
- **Experience of delivering trainings**, including to those at the sharp end of injustice
- **Understanding of the climate movement or trade union movement**
- **Willingness to occasionally work unsociable hours** (always repaid with TOIL)
- **Proven understanding of anti-oppression** work and commitment to tackling all institutional forms of oppression, bigotry and exclusion
- **An affinity with NEON's aims**, objectives and organisational values of solidarity, generosity and respect.

How to apply

We don't want to make this process too complicated so please complete this [application form](#) and send this and a completed [Equal Opportunities Monitoring form](#) to jobs@neweconomyorganisers.org.

Dates

Application deadline: 2nd June 2024, 11.59pm

Interview dates: 1st interviews 11th & 12th June 2024, 2nd interviews 21st June 2024

If you fancy a chat about the role or have any questions about NEON in general, you can reach out to us via email on jobs@neweconomyorganisers.org, and we'll direct you to the right person in the team.

We will treat the data you provide in your application in accordance with our [Privacy Policy](#).