

JOB DESCRIPTION

Access to Healthcare Migrant Organiser

Full-time: 35 hours per week, with flexible working including some weekends and evenings

Location: London and hybrid, with travel

Salary: £36,000 per year + benefits

The application deadline is July 14th, 2024. Interviews will be held in person in London on Thursday, July 18th, 2024.

HOW TO APPLY: Please send (1) your CV and (2) a written statement (maximum two pages). In your statement, please highlight any relevant skills and experience demonstrating how you meet the necessary criteria for the role. These could be from paid employment or volunteering experience. Please send your application to recruitment@migrantsorganise.org

We encourage applications from people with personal experience of the immigration system, and additional support is available at [Expert by Experience Employment Initiative](#). We regret that we are unable to consider applicants who currently do not have permission to work in the UK.

About Migrants Organise: Migrants Organise is a grassroots community organising platform for dignity and justice. The organisation was founded 30 years ago by migrants and refugees who needed advice and support to settle in London. Working nationally, it is still led by people whose lives are defined, controlled, and adversely affected by immigration controls. As a result, the Migrants Organise approach has always been a holistic combination of direct advice and support services and organising for systemic change.

We understand migrant justice organising both as a *vision* and *practice of power* and *solidarity*.

Job Purpose: The main purpose of the Access to Healthcare Organiser is to strategically build and develop the Patients Not Passports (PNP) campaign and to deliver the migrant community organising work, which forms a key part of the PNP campaign.

The Access to Healthcare Organiser will help shape Migrants Organise's strategy to grow an organised refugee and migrant movement as part of the PNP campaign, alongside our partners at Medact, in order to bring about systemic change to end the hostile and racist immigration system in the NHS. Their work will include identifying, recruiting and supporting migrant community organisers and facilitating their participation in the Patients Not Passports campaign, as well as supporting migrant movement builders to organise, lead and deliver organised and effective social justice actions locally, regionally and nationally.

The Access to Healthcare Organiser will be integral in organising and mobilising members and supporters, specifically working with members facing NHS charging, refusal of and racism in healthcare. It will create

spaces, skills and opportunities for them to build power, common ground, trust, and organise through actions in solidarity on strategic, systemic change for dignity and justice.

The Access to Healthcare Organiser will continue to build a powerful network of health workers, campaigners, and people currently experiencing the hostile system, engaged in long-term organising to build long-term power from the bottom up.

We are looking for an Organiser who believes in freedom and justice for all and the universal right to health, with the skills, initiative and interest to work with the team to continue to grow the Patients Not Passports campaign in a changing political environment and the ability to facilitate power building, action in pursuit of long-term structural change.

Duties and responsibilities

Grow Power

- Identify, recruit and support migrant and refugee organisers, healthcare workers and concerned patients and communities across England and facilitate their participation in the Patients Not Passports campaign, including growing individual and family justice campaigns that support access to healthcare and the wider aims of the PNP campaign
- Support the growth of strong relationships of trust and mutual support between migrant and refugee movement organisers, healthcare workers, civil society organisations and important individuals in the region and nationally
- Organise and deliver training, coaching and support for PNP organisers to enable them to build campaign strategies, grow alliances and take action in their local communities
- Learn from and evaluate actions and leadership development using Migrants Organise's evaluation tools and framework and contribute to organisation-wide learning
- Work with the Chief Executive and the Organising team to secure resources and build power for local and regional actions to sustain Access to Healthcare long-term organising and support work with the Solidarity Knows No Borders community of resistance where relevant

Network and Connect

- Coordinate and work closely with the Healthcare for All partnership, in particular with the healthcare workers' charity Medact, including to coordinate and support the Patients Not Passports campaigners network
- Undertake 20 one-to-one relational meetings every month with community leaders, movement builders, members, partners and other key stakeholders in the PNP campaign, and outreach to new individuals and organisations where it supports the work
- Recruit, train and support volunteer or trainee organisers and campaigners to support the growth of migrant and refugee leadership and organising capacity, in particular, to develop and grow justice campaigns
- Maintain relationships with key partners and stakeholders in the migration sector and connect with key organisations, allied health institutions and trade unions as and where relevant to achieve campaign goals
- Contribute to Solidarity Knows No Borders community and movement building for systemic change to bring to an end the hostile and racist immigration system

Build Common Ground

- Support the growth of strong relationships of trust and mutual support between migrant and refugee justice organisers and movement builders nationally, including in the Patients Not Passports campaign
- Work in partnership and build alliances across migrant, refugee and other civil society sectors to contribute to the development of Migrants Organise as a strong, respected civil society institution and its movement builders as major power players in civil society
- Help shape Migrants Organise's strategy to grow an organised refugee and migrant justice and solidarity movement, including developing and building the strategy for the Patients Not Passports campaign

- Work with other colleagues in the team to build a collaborative, relational working culture rooted in Migrants Organise's values of dignity, justice, solidarity and welcome

Speak Out - External Liaison and Public Speaking

- Collaborate with the Communications Organiser and other colleagues to ensure that members, campaigners and organisers can share their stories on their terms on all media platforms in a meaningful, participatory and safe way
- Represent Migrants Organise in relevant networks and at events
- Keep up to date on relevant local and national political and policy developments
- Regularly contribute to Migrants Organise's website and social media, and support Access to Healthcare campaign organisers to contribute to Migrants Organise's communications platforms
- Assist in producing any other relevant content as and where necessary for the campaign (e.g. research reports, electronic newsletters, campaign emails, social media content, press releases, reports to funders, etc.)
- Work closely with the Communications Officer and team to effectively publicise the work of the Migrants Organise and the Patients Not Passports campaign

Team and Organisational management

- Work with the Chief Executive through line management and supervision mechanisms to deliver the Access to Healthcare partnership strategy and the Patients Not Passports campaign
- Work in partnership with the Campaign and Programme Lead: Health & Human Rights at Medact, on the campaign, including coordinating the ongoing partnership work
- Ensure records and data are kept (up to date) of all activities, using Migrants Organise established systems, and maintain all administration as required
- Report on the work as needed for the Line Manager (the Chief Executive Officer), Trustees, Funders and the Annual report

General Responsibilities

- Work to support the mission, ethos and values of Migrants Organise
- Represent and be an ambassador for Migrants Organise
- Be flexible and carry out other associated duties as may arise, develop or be assigned in line with the broad remit of the position
- Support and promote diversity and equality of opportunity in the workplace
- Work collaboratively with others in all aspects of our work

This job description does not form part of your employment contract and can be amended from time to time as the organisation's needs require.

PERSON SPECIFICATION: Access to Healthcare Migrant Organiser

EXPERIENCE

- Relevant, recent and substantial experience of working in any (and ideally multiple) of the following: community or workplace organising, healthcare, local campaign groups, the not-for-profit sector
- Experience creating and leading broad-based campaigns, working with a range of different organisations and groups, and/or experience of community organising and building power within communities to achieve identified campaign goals
- A similar role in an organisation (paid or unpaid) which involved turning organisational objectives into organisational activity
- Management of projects to funding criteria, targets and outcomes
- Working with marginalised groups in different settings and circumstances
- Working to deadlines singularly and as a part of a team responsibility
- Experience working remotely and flexibly

SKILLS AND ABILITIES

- Organisational skills to undertake a complex and varied role in a national organisation
- Adopt a solution-focused approach and make decisions effectively and timely
- Strong interpersonal and spoken and written communication skills that engage audiences, encouraging understanding and participation
- Problem-solving in a complex and rapidly changing environment.
- Ability to troubleshoot difficult situations and deal with them calmly, diplomatically, efficiently and effectively
- IT skills at a level that supports report writing, email, internet and databases (including proficiency in or ability to learn digital tools such as Google Suite, Airtable, ActionNetwork and Zoom)
- Adaptability and flexibility in being able to take on new roles and manage a range of different internal and external relationships

KNOWLEDGE

- A deep understanding of access to healthcare and the problems with current systems, and the barriers to justice that migrants and racialised communities in Britain face
- A good understanding of the National Health Service (NHS) and access to healthcare in Britain more generally
- An understanding of regulatory requirements and best practice policy and guidance relating to immigration policy, social exclusion and the changing relationship between government and the voluntary sector.
- An understanding of the voluntary sector's role and nature and some of its challenges, including funding, voice, advocacy, campaigning, and delivery.
- A good understanding of grassroots organising for social justice and some of its challenges, including resourcing, sustainability and resilience building

EDUCATION/TRAINING

- No one specific qualification is required, but evidence of recent continuing professional development in a professional area relevant to the post—for example, organising, campaigning, or policy work—is required.

PERSONAL ATTRIBUTES AND OTHER REQUIREMENTS

- Able to travel extensively across Britain
- Able to work some evenings and weekends and stay overnight where necessary
- Works well in a team with a flexible approach to work
- Commitment to anti-discriminatory practice and equal opportunities. An ability to apply awareness of diversity, anti-racism and anti-oppressive values to all areas of work
- Commitment to the values and ethos of Migrants Organise – dignity, justice, solidarity, and welcome for all migrants regardless of their status.
- Commitment to upholding the rights of people facing disadvantage and discrimination in their attempt to settle and integrate in Britain

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