



Big Local Works

JOB TITLE:	Community Organiser – Enterprise and Engagement
ORGANISATION:	Big Local Works – Charity No: 1182561
LOCATION:	Big Local Works 4 Market Place, London SE16 3UQ
REPORTING TO:	Charity Manager

General Information

Big Local Works (BLW) is a community-focused economic inclusion charity based in Bermondsey, South East London. We want to help create a thriving, inclusive local economy and community in which everyone can participate.

To make this happen, we maximise local people's financial and economic wellbeing to reduce poverty and hardship, and give them support to find sustainable, active routes out of poverty, including through employment and enterprise.

We deliver our support in the community through three main services:

- Expert welfare and benefits advice and advocacy for local people experiencing poverty and hardship
- Employability Skills training and coaching to help people access ways of increasing their earned income
- Start-up and enterprise support for clients who wish to start trading on the local 'Blue Market'

People Powered Regeneration

As well as continuing to offer an ever-wider range of individual support, we now have a strategic vision to create a 'people-powered regeneration' in an area already undergoing massive redevelopment by property developers.

In July 2019, a community campaign was successful in securing £2m funding from the GLA for the 'Made in Bermondsey' regeneration project centred on making key improvements to the local market place, the Blue Market in South Bermondsey.

Final works were completed in July 2022 and the market now has a first-class infrastructure for traders, local residents and visitors to use and enjoy the Blue Market place. The market also showcases a vision of a better future for the local area: a more prosperous, resilient and connected local community where people come together to trade, socialise, and celebrate across the diverse boundaries. We need to pay special attention to BAME, and recent migrant, communities who have begun to settle in Bermondsey after many years of exclusion.

Through our work we seek to empower local people, encourage enterprise and community activity, and support the regeneration of an area which has long suffered from the effects of deprivation. Most recently, we have been successful in securing £200,000 from the Esmee Fairbairn Charity for strategy and community engagement support in the local area.

Our key goals are:

- **Local people have more say over the changes in their local community.**
This means that local people are actively involved in the development of place-based community assets, enterprises and projects. Local people will have more influence on local development and regeneration.
- **A more diverse range of local people work together to improve their community.**
This means community members from a wider range of backgrounds become active citizens. There are better relationships and increased collaboration between local stakeholders.
- **People feel proud of their local area, and hopeful for the future.**
This means stories and messages about the area are more inclusive and welcoming of diverse perspectives and communities. People are better informed, and know more about the opportunities and assets in their local community.

Community Organiser – Enterprise and Engagement

Over the past 2 years, we've undertaken in-depth research and community mapping to understand our area's needs, assets and lived experiences.

This role has three key responsibilities:

1. Outreach and engagement with local communities to help them build a stronger voice during regeneration
2. Supporting the development of new initiatives by local people, focused on microenterprise and wider community activity
3. Ensuring that a wider range of local people are involved and included in community activity, and their voices heard – especially those from marginalized communities

Key Tasks include

Role overview:

- Apply recognised community organising principles and practices to support the development of new initiatives in the local area.
- Broker collaborations and relationships between local groups, helping them develop a shared voice during regeneration.
- Identify and develop active citizens, and support them to develop and deliver their own individual and shared community Initiatives, including those focused on enterprise and wider community activity
- Facilitate groups and provide 'servant leadership' for community groups where appropriate, managing conflict effectively
- Develop effective and positive relationships with local stakeholders (including, for example, local councillors, community networks and leaders, and partner organisations), communicating assertively, and with diplomacy and tact.
- Organise Events: Plan and host events, both online and in person, to strengthen community ties

and increase visibility.

- Work closely with the Business Improvement District, local charities and businesses and key strategic partners to help us achieve the overall aims of the People-Powered Regeneration
- Build and maintain a network of contacts among our priority groups and communicate efficiently with each one
- Lead on day to day local communications and marketing, supporting the development of newsletters and online content, with appropriate support and resource
- Contribute to research and evaluation across activities to ensure our work has the best possible impact
- Represent the work to existing and potential supporters, and the local community, to secure buy-in and support for the programme

Person Specification: Key Skills that would help you in this role:

Skills, knowledge and experience

- Experience of developing relationships with a range of different and diverse community groups especially focusing on historically marginalised groups, especially BAME and recent migrant communities, as well as communities of faith, LGBT+ people, and others.
- A strong understanding of, and commitment to, the principles and practices of equalities, diversity and inclusion and how these relate to community organising.
- Demonstrable experience of maintaining strong working relationships with a wide range of stakeholders.
- Ability to work independently and proactively; with effective time management and prioritisation skills, to be able to multitask.
- Ability to communicate confidently, professionally, and approachably.
- Demonstrable high-quality writing skills and experience of using digital technologies for marketing and community engagement (such as social media, website content management eg. Wordpress, Squarespace).
- Experience of managing a budget.
- Professional IT skills including confidence using Microsoft Office and Google Drive

Personal qualities

- A people-person who actively enjoys getting out and meeting people
- An enterprising person who wants to help people make new things happen
- Somebody with enthusiasm and passion, but also an ability to focus
- Somebody who enjoys working both alone and as part of a team, with the ability to inspire, motivate and work collaboratively with others.

Desirable:

- We would particularly welcome those with experience of applying one or more recognised community organising frameworks.
- We would particularly welcome those with experience of supporting enterprise, as well as social/community-focused activity.

If you feel that your skills and experience do not fully meet the criteria as listed in the Job Description but that you have other relevant skills and experience that would support you in this role, please do apply and note these in your application.

You will benefit from

- 25 days holiday a year plus bank holidays
- A great working environment and culture within a small, but growing, charity dedicated to improving lives in our community

Working pattern

- While there is scope for working from home on some tasks, you will need to be present in our centre, on the market, and out and about in the community for a good proportion of your time.
- There will be a need to work flexibly, including some evenings and some weekends, for which time off in lieu will be given.

If you are passionate about supporting individuals and communities facing poverty and improving their lives, and have the skills and experience required for this role, please apply.

We present work for everyone and we welcome applications from people from a Black, Asian or Ethnically Diverse background or those who are D/deaf or disabled, or other marginalized communities. By attracting people to work for us from a broad range of backgrounds with diverse attitudes, opinions and beliefs, we can continue to look at the world with fresh eyes and find new ways of doing things.

MAIN TERMS AND CONDITIONS

4 days per week (0.8 FTE)

Hours normally 9-5pm but likely to include one evening a week and occasional Saturdays (market day).

Annual salary: Between £24,000 and £25,600 for 4 days/week - depending on experience (FTE £30 - £32,000)

Enhanced DBS check essential

