

Job Title: Community Organiser

Location: Custom House, Newham, London

Contract type: Permanent

Hours per week: 4 days a week (32 hours, including evenings and weekends)

Salary: £35,000 - £37,000 DOE

Reporting to: General Manager & PEACH Steering Group

The People's Empowerment Alliance for Custom House (PEACH) is a pioneering community organisation in East London dedicated to empowering its members and improving local conditions through collective action. Through building collective resident power in Newham, PEACH has secured huge wins, including 60% rent reductions for 250 temporary tenant households and a £300k rent arrears amnesty.

With over 300 members and 12 years of experience, we are poised to expand our impact and establish a lasting Community Union, sharing our wealth of knowledge with communities all over the UK.

Our **Community Organiser** plays a crucial role in contributing to our ongoing Permanent, Safe Homes Now campaign, which aims to set a precedent for housing reform nationwide. Our mission is to drive meaningful change and empower communities facing social injustice across the UK.

As part of a team of community organisers, you'll contribute to expanding and strengthening PEACH's membership and influence. This involves planning and executing strategic campaigns collaboratively, which aim to address key issues our members face. You'll also oversee project delivery, monitor progress and report on outcomes, and communicate successes and best practices. In this collaborative environment, you'll work with team members to shape PEACH's organising strategy, foster organisational growth, and support decision-making by the Steering Group on future directions.

The Ideal individual will have prior community organising experience (paid or voluntary), with a deep understanding and experience of collective action's transformative potential. You will have a solid understanding of the political and landscape with an underlying community organising mentality. You will be comfortable knocking on doors and moving people to take action within their capacity, whilst presenting an empathetic and understanding nature.

Community Organising:

- Contribute to developing PEACH's collective power as a Community Union in collaboration with members, Steering Group, Trustees/Directors, and fellow Organisers. Oversee the execution of this strategy.
- Cultivate a thriving organising culture at PEACH by training members and staff in community organising methods, continually learning and reflecting on organising practices, and refining the PEACH organising model, including creating training materials.
- Build strong, transformative relationships with new and existing PEACH members through door-knocking and relational 1 to 1's.
- Identify community leaders, nurture members' leadership skills, and foster strong teams. Challenge and support members/teams to acquire new skills, take on new tasks and take ownership of the organisation and its projects/campaigns.
- Identify organising issues with members, develop effective campaign strategies, and support members in taking collective action.
- Lead negotiation strategies with key stakeholders.
- Organise and facilitate engaging, accessible meetings, training sessions, and events with members and the PEACH staff team, as well as meeting turnout targets.

- Cultivate productive relationships with relevant stakeholders such as workers of other organisations, journalists, councillors, council officers, and researchers.
- Stay informed about the policy framework and power landscape relevant to the campaigns /organisation and translate key information into accessible resources.
- Read reports, council documents, and press articles.
- Promote and uphold equal opportunities policies as adopted by the PEACH Steering Group, fostering mutual respect and celebrating diversity.

Project Management & Delivery:

- Manage and develop agreed projects within budget, ensuring progress and goals are met through effective administration, planning, and management.
- Monitor and evaluate PEACH's work, tracking organising activity and successes, integrating learnings into practices, and ensuring well-distributed resources.
- Maintain clear and concise records relating to the role.
- Scope and develop new projects that address members' interests and community issues, working collaboratively with staff and members.
- Support fundraising efforts by contributing to funding applications and funder reports as required.
- Support strategic decision-making by providing reports about projects and key issues, both written and verbal, to PEACH's directors, Steering Group, and General Manager.

Leadership & Teamwork:

- Collaborate within the staff team to foster a supportive, productive, and sustainable work culture. Offer constructive feedback, share ideas, distribute workload according to capacities, maintain healthy work boundaries and be accountable.

Person Specification

Relevant experience	GCSE English or equivalent
	Further education: A- levels/ BTEC level 3 or equivalent
	A successful track record of working or volunteering for organisations that do social justice or community work
	A successful track record of using community organising or trade union organising methods to win (paid or unpaid)
Skills	Strong communication and listening skills with the ability to engage and build positive relationships with people from a wide range of backgrounds.
	Understanding of Community Organising as a method for bringing about change
	Ability to conduct honest and constructive working relationships, operating with integrity
	Workable knowledge of the Political Landscape
	Ability to inspire and motivate people to participate and act
	Strong work ethic with the ability to work effectively autonomously

	Knowledge of issues likely to affect the communities living in Custom House, Newham and/or North East London
	Ability to navigate conflict and facilitate difficult conversations in a generative, transformative way
	Strong understanding and critical perspective on power and privilege in communities
Personal attributes	Proactive and self-motivated with efficient workload management.
	Team player, willing to collaborate and contribute to the community centre's vision.
	Self-awareness, sound judgement in decision-making, ability to seek advice and involve others as needed and receive feedback constructively
	Passion for social justice and the values of PEACH
	An empathetic nature with the ability to understand complex and deeply rooted issues.
	A willingness to work flexibly during busy period or project cycles
	Ability to work evenings/weekends

This job description is indicative of the range of current duties and responsibilities for the post; it is not comprehensive. It is inevitable that the duties will change to reflect organisational change and it is essential therefore that it is regarded with a degree of flexibility, so that changing needs and circumstances can be met. All changes will be discussed with the post holder. The job description for this post will be reviewed annually.

This role involves regulated activity. To be considered, candidates must meet all eligibility, application, and qualification requirements as stipulated by the regulatory authority. Additionally, applicants are required to complete an enhanced Disclosure and Barring Service (DBS) check.