



Freelance Community Organiser – Manchester

Role: We are looking for a Community Organiser, based in Manchester, to work with us on a short-term, freelance basis to organise with people in debt.

Dates / Hours / Location: We're looking for someone based in Manchester to start as soon as possible, for 3 days a week, for four months from early September. There is flexibility in days and hours you will work in the week, however some evening work will be required.

Rate: £200 per day. You will be engaged on a freelance, self-employed basis and will be fully responsible for your own income tax and national insurance arrangements.

Application process: Please send a CV and a cover letter outlining how you meet the skills and experience in the role profile below to application@debtjustice.org.uk by 9am on Tuesday 1 September.

About Debt Justice

[Debt Justice](https://debtjustice.org.uk) is a campaigning organisation working to end unjust debt and the poverty and inequality it perpetuates, in the UK and across the world. Founded in 1996 to campaign in solidarity to end the debt crisis faced by countries in the global South, over the past six years we have expanded our work to organise around UK household debt issues in response to the growing crisis in the UK.

Our vision is of a world that is just, democratic and regenerative. Everyone has their basic needs met, their human rights respected, and the opportunity to flourish and live a dignified life and contribute to their community. This is a world where the economic system serves the public interest, and where no-one is exploited, oppressed or driven into poverty by debt.

Our mission is to stop debt from causing and exacerbating poverty, inequality, exploitation and oppression. We undertake research, education, organising and campaigning, in partnership with allies in the UK and around the world. We aim to challenge the global and UK household debt systems that keep people and countries trapped in debt and poverty.

Structure, approach and impact

We have a highly-skilled team of thirteen staff with an agile, creative, and flexible approach; a network of local activists across the UK; a community of online activists; and a strong network of allies in the UK and around the world. We have a small office in London and five members of our staff team work remotely outside of London. We are a shorter working week employer, operating on shorter working hours with no loss of pay.

We take a highly participative approach to strategy development, planning and decision-making. All team members are involved in the development of our overall organisational strategy and plans.

We focus on two priority thematic areas under our current organisational strategy: The debt crisis in the global South and the UK's household debt crisis.

We see strong and lasting alliances as critical to the realisation of our aims and therefore take a highly collaborative approach, with an emphasis on building informal and formal networks, coalitions and alliances around shared values and goals.

We are actively engaged in anti-oppression work within the organisation based on an annual workplan developed collaboratively by our staff team. This work reflects our organisational priority to centre anti-oppression work in our strategy development, structures, operations, culture and how we work with external partners. Debt Justice is governed by our Board of Trustees according to our Memorandum and Articles of Association, as a charitable company limited by guarantee.

About the role

[The UK is in the grip of a household debt crisis](#), driven by stagnating incomes, cuts to welfare and a cost of living crisis that forces millions of people into debt to pay for essentials. Over 10 million people are overindebted, with energy bills, council tax arrears and credit card debt at record highs.

We believe that campaigns to tackle this injustice should be led by people with direct experience of the problem, that's why we developed a community organising programme as the core part of our household debt work. Our organisers have supported community-based campaign groups made up of people with lived experience of debt. These groups campaign for policy changes to bring down over-indebtedness and end the stigma and harmful treatment of people experiencing high levels of debt.

This role will support our Manchester group for a temporary period – building on successes to date, including the launch of Greater Manchester Debt Working Group. You will support participants to demand and win policy change to end the use of bailiffs for council tax debt collection, and work directly with officials at Greater Manchester Combined Authority (GMCA) and target councils. This role will involve some evening and occasional weekend work.

We strongly value diversity and welcome applications from people from all backgrounds. We would particularly like to encourage applications from women and non-binary people, people of colour, people who identify as LGBTQIA+ and people who identify as working class or have done in the past. If you have a question about any aspect of the role, please do get in touch by emailing application@debtjustice.org.uk.

Role profile

- Bring together people impacted by over-indebtedness to form and sustain campaign group/s rooted in shared purpose
- Support members to develop leadership skills and take on meaningful responsibility, through facilitating training sessions and workshops on community organising, including power mapping, strategy development and campaigns skills

- Support the group to develop campaigns on council tax debt and ending bailiff use, identifying clear targets, allies and pathways to change
- Support the roll out of events and campaign actions, such as getting the campaign covered in local media or through social media
- Liaise with external organisations, officers and other officials with whom we have relationships to support the advancement of the campaign objectives
- Work with the Debt Justice household debt team to plan, implement and adapt campaign strategies, including building alliances and learning from action.

Person specification

- A proven track record in community organising, with at least 2 years' experience of successfully using community organising methodology and techniques e.g. building groups, one to ones, listening campaigns
- Experience of supporting groups of people with lived experience of injustice to develop and win campaigns, including through building relationships with officials
- Good understanding of political dynamics and policymaking at the local and regional level.
- Good experience of developing and delivering training, including strong facilitation and public speaking skills with the aim of empowering people with lived experience of injustice to build confidence, participate in campaigns and grow into leadership roles.
- Strong interpersonal and relationship-building skills, including demonstrable ability to engage with people from a diverse range of backgrounds including people with lived experience of injustice
- Effective project management skills, with ability to deliver projects without day-to-day supervision, including planning, monitoring and evaluation to ensure work is delivered to a high standard, on time and with attention to detail.
- Commitment to anti-oppression work and to tackling all forms of oppression, bigotry and exclusion
- Commitment to Debt Justice's vision, mission and values

Safeguarding

Please note that the candidate who is offered this position will need to undergo a basic DBS check before the appointment is confirmed.

Application process

Please send a CV and cover letter, outlining how you meet the skills and experience in the role profile above. Together with the contact details of two referees, we will not contact your referees without informing you first.

Please send this to application@debtjustice.org.uk by 9am on Tuesday 1 September. If shortlisted, we will arrange a short interview, and if offered the role we will take up your reference.

Interviews will be held in person in Manchester on Monday 7 September.