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## **Migrant Organiser**

### **JOB DESCRIPTION**

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**Job Purpose:** Work within the Migrants Organise Community Organising model to plan, design, organise and deliver training, campaigns and actions for justice for all migrants. With the Migrants Organise team, be responsible for arranging and growing a sustainable alliance of migrants and refugees, supporters and allies organising for dignity and justice for all.

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**Full-time: 35 hours per week**

**Location: London with travel**

**Salary: £35,000 to 37,000 per annum**

**Length: 12 months contract, extension dependant on funding**

#### **1 Duties and key responsibilities**

##### **Grow Power – Grassroots Organising**

- Identify, recruit, and support grassroots organisers and facilitate their participation in local, regional, and national migrant justice campaigns, with responsibility for housing justice organising.
- Organise and deliver training, mentoring and support for solidarity movement builders to build alliances for meaningful and strategic actions.
- Work with grassroots organisers and supporters to deliver organised and effective social justice actions locally, regionally and nationally.
- Evaluate social justice actions and leadership development using Migrants Organise's evaluation framework and contribute to organisation-wide learning.
- In collaboration with other staff, seek funding for local and regional actions and organisers to secure resources and sustain the programme for the long term.
- Maintain good working relationships with funders as relevant and report as required.

##### **Network and Connect**

- Undertake at least 20 one-to-one relational meetings monthly with community leaders, movement builders, members, partners and other key stakeholders to build a network of power relations that give energy and legitimacy to the migrant justice alliance.
- Recruit, train and support volunteer or trainee organisers to support the growth of migrant and refugee leadership and organising capacity.

### **Build Common Ground**

- Coordinate partnership social justice campaigns, actions and assemblies for different migrant, refugee and minority communities across the region. Take responsibility for developing practical actions related to a core campaigning area for Migrants Organise.
- Support the growth of strong relationships of trust and mutual support between migrant and refugee movement builders.
- Work in partnership and build alliances across migrant, refugee, minority 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 national strategy to grow an organised refugee and migrant movement.
- Work with other team members to build a collaborative, relational working culture rooted in Migrants Organise's values.

### **Speak Out - External Liaison and Public Speaking**

- Collaborate with the team to ensure that grassroots organisers are supported in sharing their stories and voices in meaningful, participatory, and equal ways in local, regional, and national media and forums.
- Represent Migrants Organise in relevant networks and at events.
- Keep up to date on relevant local and national political and policy developments.
- Contribute regularly to Migrants Organise's website and social media and support migrant and refugee movement builders in contributing to its communications platforms.
- Assist in producing other relevant content (e.g. electronic newsletters, policy responses, research reports, press releases, etc.).
- Work closely with the team to effectively publicise the work of Migrants Organise, including mainstream media work, if and when required.

### **Team and Organisational management**

- Work with the Organising team and the CEO through line management and supervision mechanisms to deliver the above outcomes and organisational mission.
- Be self-servicing and ensure the impact and data are recorded and reported using Migrants Organise established systems.
- Report on the work of the region as needed for the line manager, Trustees, Funders and Annual report

## **2 General Responsibilities**

- Represent and be an ambassador for Migrants Organise
- Work to support the mission, ethos and values of 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
- Continue learning and development to further the aims of the post and the team.

This job description does not form part of your employment contract and can be amended occasionally as required by the organisation.

## **PERSON SPECIFICATION: Migrant Organiser**

### **EXPERIENCE**

- Relevant, recent, and substantial experience in community organising and social justice campaigns.
- A similar role in an organisation (paid or unpaid) involved turning Organisational objectives into organisational activity.
- Management of projects to funding criteria, targets and outcomes.
- Working with marginalised groups and individual volunteers to grow their power and campaign.
- Experience of housing organising desirable
- Working to deadlines singularly and as a part of team responsibility.
- Experience of working independently.
- Experience in working with print, television, and social media in a campaigning capacity.

### **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.
- Interpersonal and strong spoken and written communication skills which 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 database.
- Motivating people during periods of challenging change in environment and resources.
- Adaptability and flexibility in taking on new roles and managing various internal and external relationships.

### **KNOWLEDGE**

- Regulatory requirements and best practice policy and guidance relating to immigration policy, social exclusion and the changing relationship between government and civil society.
- The not-for-profit sector, movement building, campaigning and organising, and some of its challenges.

### **EDUCATION/TRAINING**

- No specific qualification is required, but evidence of recent continuing professional development in an area relevant to the post is necessary. For example, organising, campaigns or policy work.

### **PERSONAL ATTRIBUTES AND OTHER REQUIREMENTS**

- Able to travel extensively regionally and some National travel.
- Able to work some evenings and weekends and stay overnight where necessary.
- Works well in a team with a flexible approach to work.
- Personal resilience and the ability to stay focused in a rapidly changing environment.
- Commitment to anti-discriminatory practice and equal opportunities. An ability to apply awareness of diversity issues to all areas of work.
- Commitment to the values and ethos of supporting migrants regardless of their status.
- Commitment to upholding the rights of people facing disadvantage and discrimination.

## 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](mailto:recruitment@migrantsorganise.org)

**Closing date for applications: Friday, the 5<sup>th</sup> of April 2024, at 18:00**

**Interviews will be held on Friday, 12<sup>th</sup> of April, in person or online.**

We encourage applications from people with personal experience of the immigration system, and additional support is available at Expert by Experience Employment Initiative <https://www.ebeemployment.org.uk/ebe>.

We regret that we are unable to consider applicants who currently do not have permission to work in the UK.