

# Church Action on Poverty Bradford Community Organiser Job Description



## Background and purpose of the job

This is a new post which forms part of Church Action on Poverty's new Changemakers programme to work with grassroots faith and community organisations in Manchester, Bradford and Teesside. This post has been created in partnership and with funding from the Anglican Diocese of Bradford. The overall Changemakers programme is funded by a grant from Capacitybuilders until March 2011 in the first instance, although it is our intention to seek further funding to extend the programme beyond this point.

The worker in Bradford will provide capacity building, training and support to front-line organisations, groups and individuals working with excluded communities. The work will have a particular focus upon the ways in which women are socially and politically marginalised - particularly those within the South Asian community. The project will aim to tackle the serious injustices which women experience in terms of poverty, health and access to public services. There is therefore a genuine occupational requirement for the postholder to be a woman under Section 7 of the SDA 1975.

The key role will be to create and support the building of the 'Changemakers organisation' in the Bradford area. This organisation will create a wide ranging coalition of women and women's, faith-based and community organisations in order to work with them in the area of voice, advocacy and engagement with service providers, policy makers and power-holders. Within this organisation women will be enabled to hold strong positions as a way of modelling the changes which Changemakers aims to bring about in public life.

Bradford Changemakers will be part of a network of such organisations across the North of England which will enable its members to advocate for change at local, regional and national level. The organiser will be part of a team of Changemakers organisers in order to offer each other support and practical help. The organisers will receive training and mentoring together.

## Key tasks:

### Policy and research

- Developing a detailed and critical awareness of the ways in which women in the area suffer injustice, abuse and marginalisation
- Keeping abreast of economic developments, public policy, social trends, and local and national power relations

### Networking and relationship building

- Identifying the leadership potential of local people (particularly women) and developing that capacity within the Changemaker organisation
- Working closely with the network of organisations already existing to promote the needs and equality of women
- Building relationships with key public figures, service providers and power holders

### Training and capacitybuilding

- Contributing to regular regional Changemaker training programmes and leading local workshops and seminars around the work of empowerment
- Helping local people to develop the issues that surface in their communities into focused and well-targeted pieces of public action, particularly in relation to issues which affect women
- Designing and delivering high quality public assemblies and other events with teams of local people

### **Developing the Bradford Changemakers organisation**

- Recruiting a range of women's, faith-based and community organisations as members of the Changemakers initiative
- Raising funds for the organisation and for particular pieces of work
- Developing an organisational culture of learning through action and reflection

### **Contributing to the broader Changemakers programme**

- Attending regional meetings of Changemakers staff
- Attending local and regional staff training and development programmes
- Occasionally working in other Changemakers organisations to support particular events
- Any other activities which become necessary as part of the development of Changemaker organisations

### **Accountability/reporting arrangements**

- Employed by Church Action on Poverty
- Accountable and given line management by the Programme Manager
- Working closely with the Community Organisers in each Changemakers organisation

### **Terms and conditions**

- Employed 35 hours per week
- Salary to be paid on the scale £23,749 - £27,594
- 25 days holiday per annum (plus statutory bank holidays) pro rata
- A salary contribution of up to 10% is payable provided the employee makes a contribution of 5%
- Permanent contract, with 6 month probationary period
- The post is funded by Capacitybuilders until 31 March 2011 in the first instance.

### **Person specification**

<b>Criteria</b>	<b>Assessed by</b>
<b>Skills/knowledge</b>	
There is a genuine occupational requirement for the postholder to be a woman under Section 7 of the SDA 1975.	A.
A clear understanding of the ways in which women and minority groups are marginalised and discriminated against	A.I. R.
Ability to build relationships quickly with a wide range of people	A.I.R.
An interest in other people and their development	A.I.R.
A passion for social justice tempered with a strategic approach to bringing about change	A.I.R.
An interest in public life and current affairs	A.I.R.
An ability to live with conflict and tension	A.I.R.
A team player who is willing to hold others and be held to account	A.I.R.
A big picture person who also has an eye for detail	A.I.R.
Able to identify with people from different faith traditions and none	A.I.R.
Is good at making things happen and finishing tasks	A.I.R.
Sympathy and respect for Christianity and other major faith traditions	I
<b>Experience</b>	
Experience and skills in training a wide range of people with different learning styles	A.I.R.
Experience of organising public events	A.I.R.
Experience of fundraising	A.I.R.
<b>Work related circumstances</b>	
Willingness to work evenings and weekends, and travel around the UK	I
Willingness to undergo training	A.I.R.