

Speaking Truth to Power Development Coordinator Job Description



Job title: Speaking Truth to Power National Coordinator

Responsible: Church Action on Poverty Programme Manager

Closing date: Thursday 16 June 2022 at 10:00am

Interview date: Week commencing 27 June 2022 via Zoom

About the role

Our vision is that the UK can and must be transformed into a country where everyone can live a full life, free from poverty. Poverty robs people of dignity, freedom, and hope, of power over their own lives. We believe that our vision - an end to poverty in the UK - can become a reality. As a member of the Church Action on Poverty staff team, the Development Coordinator is expected to contribute towards achieving the organisation's core strategic goal of building a more powerful social movement rooted in principles of dignity, agency, and power, committed to realising this vision together.

The post-holder is responsible for piloting a new the 'Speaking Truth to Power' programme to develop a network of leaders with lived experience across the UK. They will work with local grassroots organisations to co-deliver a new capacity building programme that will bring together lived experience leaders ensuring the anti-poverty movement and strategy is led by people who experience poverty.

Key responsibilities

1. Building Dignity, Agency, and Power to End Poverty

- Actively build relationships between colleagues, partners, and individuals to strengthen networks across our projects and activities.
- Encourage opportunities for individuals experiencing poverty to speak truth to power and take part in community activism with the organisation and partners.
- Support the aims of the movement, organisations and partners through contributing to campaigning and community organising (e.g., Challenge Poverty Week).

Outcomes: The organisation has a strong network of relationships across the team of partners and individuals who feel a sense of belonging and supported in building a movement to end poverty. Networks of leaders with lived experience and organisations within the movement take action together on issues that have been identified and shaped by local people and communities.

2. Building a movement of lived of experience leadership

- Pilot a new capacity building programme with partners in to build the skills and capacity of people with lived experience of poverty to exercise leadership within the movement.
- Co-deliver training and development programmes with regional partners based on best practice of coproduction, participatory and community organising approaches.
- Grow relationships with new partners nationally who want to build dignity, agency and power together with leaders who have lived experience of poverty.

Outcomes: Increased opportunities for people with lived experience to build skills and capacity to exercise leadership within the movement. More representative strategies and programmes to tackle inequalities reducing economic disadvantage.

3. Building opportunities for people to have impact on policies and institutions

- Facilitate a national panel of people with lived experience of poverty generate insights and ideas for tackling poverty that inform the work of CAP and key partners, including Joseph Rowntree Foundation, the Cooperative, the Methodist church etc.
- Coordinate opportunities with partners for leaders with lived experience to take part in campaigning, change-making and strategic policy work on issues that they want to raise.
- Work with colleagues and partners to create established media and news relationships and give a platform to the views and voices of people with lived experience of poverty through different types of media.

Outcomes: People with lived experience exercise greater agency within decision making and strategies to end poverty and address stigma and discrimination associated with economic disadvantage.

4. Building our capacity to grow the movement

- Design programmes with colleagues and partners using best practice approaches of co-production, participatory and community organising with regional partners.
- Gather insights and research on a regular basis in line with our learning frameworks for the programme and wider strategy work.
- Create opportunities to share learning outcomes with leaders with lived experience and from partner organisations to grow the networks within the movement.

Outcomes: We will have greater understanding of how to train, equip and support a new lived experience leaders with key partners. Enhanced visibility of intersectionality within the movement.

5. Project management and development

- Regularly contribute through writing blogs and pieces for publications.
- Report as required for management and funder purposes.
- Play an active role in the team and work closely with key stakeholders.
- Contribute to designing an evaluation of the impact of projects.
- Contribute to the activities as a member of the staff team including attending regular team meetings, and strategic planning processes.

Outcomes: The Speaking Truth To Power programme is effectively and efficiently managed, with timely reporting to funders and clear evidence of social impact.

Accountability and relationships

The Development Coordinator will be accountable to the Church Action on Poverty Programme Manager. They will also have a close working relationship with staff from other key partners, who will be jointly responsible for delivering the Speaking Truth to Power project, and this will entail regular team meetings. They will be expected to attend regular staff meetings and supervision sessions.

Other details

Duration: 2 years initially

Hours: 35 hours per week including some 'unsocial' hours, evening and weekend working and overnight travelling for which Time Off in Lieu is provided.

Salary: Church Action on Poverty Salary Band E £31,346 - £35,745 (SCP 27-32 on the local authority APT&C scale), dependent on previous pay and experience, paid monthly on the 14th day of each month.

Pension: Church Action on Poverty will contribute to a mutually agreed pension scheme of up to 10% of salary, on the basis that the employee contributes not less than 5%.

Holidays: 25 days' annual leave pro rata (30 after five years' service) plus statutory holidays.

Location: Options to work from home or from our office based in Salford, Greater Manchester.

Person specification

| Criteria | Assessed by |
|---|-------------|
| Knowledge | |
| A strong understanding of how poverty impacts on people's lives; and of the role that intersectionality plays in widening and sustaining inequality | A.I.R |
| Strategic knowledge of how structural policies and institutions interact with the economy and poverty | A.I.R |
| Knowledge and understanding of how grassroots people can engage effectively with policy making and strategic decision making | A.I.R |
| Significant knowledge and background in coproduction, participatory, and community organising approaches | A.I. |
| Skills | |
| A strong team player, who is good at building relationships and networks | A.I.R |
| Excellent skills in project management and delivery | A.I.R |
| Strong interpersonal and communication skills including verbal, written and presentational | A.I.R |
| Flexible and able to adapt to a range of individuals, organisations, and approaches | A.I. |
| Skilled and confident in planning and delivering projects and training for diverse groups of people | A.I. |
| Experience | |
| Significant depth and breadth of experience of participatory ways of working with people in poverty | A.I.R |
| Experience of building partnerships and relationships across a range of groups, individuals, and organisations | A.I.R |
| Experience of working across different sectors, e.g., community, faith, housing, or government bodies | A.I.R |
| Work related circumstances | |
| Understanding of and willingness to adhere to Church Action on Poverty's vision, values and policies. | I |
| Willingness to work flexibly, including some evenings, weekends, and UK travel, including occasional overnight stays | I |

A = Application; I = Interview; R = Reference