

Participation and the Practice of Rights

Job Description & Person Specification

Job Title:	Organiser (Kind Economy)
Hours:	17.5 hours per week
Payscale	NJC SO2 Starting salary £33,596 pro rata plus 8% pension
Duration:	Until September 2027
Responsible to:	Assistant Director - Programmes
Job Purpose:	The post-holder will work with asylum seekers and refugees to organise rights based activities and campaigns to bring about positive socio-economic change.

The Organiser will use PPR's human rights based approach to:

- Involve and empower asylum seekers to campaign for positive change
- Promote participation of asylum seekers in decisions about how the enjoyment of their social and economic rights can be progressed
- Develop and pilot creative alternatives to the UK's hostile environment policy, which will demonstrate the skills and contributions which asylum seekers and refugees bring to NI
- Develop and implement effective strategies to engage with and influence government bodies and service delivery agencies
- In partnership with PPR's Anti-Racism Organiser, develop creative strategies for countering far-right narratives and institutional apathy and/or complicity in enabling these.

Main duties and responsibilities:

Implement campaign objectives and work programme

- In collaboration with the Assistant Director – Programmes, develop and implement a work-plan to deliver on agreed campaign objectives
- Report on a regular basis on progress in implementation of agreed plan
- Assist in the reporting on the work to funders and PPR's board.

Organise affected groups and develop campaigns

- Work with asylum seekers, refugees and Kind Economy supporters to identify issues of poverty and inequality to be addressed.
- Organise asylum seekers, refugees and Kind Economy supporters to participate in activities and campaigns
- Design and deliver training and developmental programmes with campaign participants
- Use a range of participatory human rights tools to bring about change on the campaign's priority issues
- Work with the PPR policy staff to research, identify and use relevant local, national and international legislation
- Plan and deliver events as part of campaigns.

Develop and implement strategies to promote accountability and participation within government bodies and service delivery agencies

- Identify the relevant government and service delivery agencies responsible for the identified issues and accountability mechanisms available to asylum seekers, refugees and supporters
- Map existing decision making processes and identify opportunities to increase participation of asylum seekers
- Identify opportunities and implement plans to influence and change public policy and practice in areas identified by asylum seekers

Build alliances, networks of support and share learning

- Provide on-going and sustained support and mentoring to asylum seekers participating in the campaign
- Develop relationships with regional, national and international allies and experts to progress and spread the rights based approach to asylum issues
- Develop appropriate networks of support and expertise to assist asylum seekers in progressing issues
- Identify groups to share learning emerging from PPR's work.

Other duties

The Organiser will be required to carry out any other reasonable duties as are required in pursuance of the aims and objectives of PPR.

Benefits:

- Flexible working options including hybrid working
- 30 days annual leave (pro rata equivalent for this role is 15 days per year) plus statutory holidays
- 8% employer pension contribution
- Cycle to work scheme (after probation period)
- Counselling provision for staff

Person Specification

Organiser (Kind Economy)

	<i>Essential</i>	<i>Desirable</i>
Experience/knowledge	A <u>minimum</u> of two years experience of: Community/ social justice organising, including: Developing campaign strategy and implementing a programme	Direct experience of asylum process

	<p>of work to achieve campaign objectives</p> <p>Leading and facilitating participation of directly impacted people in campaigns, projects or initiatives</p> <p>Using local, national and international policies and legislation to advocate for change</p> <p>Mentoring and developing individuals who have experienced difficult and sometimes traumatic circumstances to advocate for change.</p> <p>Working on human rights and equality issues</p>	<p>Speaker of Arabic or other asylum community language</p> <p>Knowledge and understanding of asylum and refugee policy and legislation as it affects people's lives</p>
Skills/ Aptitude:	<p>Excellent communication skills, including an ability to communicate clearly with people from other cultures and backgrounds</p> <p>Flexibility and adaptability, with the ability to change tack to manage or take advantage of unexpected or unplanned developments</p> <p>Ability to work on own initiative, as well as part of a team to deliver a shared objective</p> <p>Strong understanding of group dynamics, including experience of managing diverging points of view and approaches</p> <p>Solutions focused, with a strong ability to develop creative response to difficult challenges</p>	<p>Experience of coordinating events</p> <p>Experience of communicating campaign messaging and values with a range of stakeholders, including funders</p>

Commitment:	<p>Commitment to issues of rights, equality and social justice</p> <p>Commitment and ability to work in a non-partisan way with all sections of society</p>	
Circumstances	<p>Prepared to travel locally and nationally</p> <p>Available for regular evening and weekend work</p>	<p>Driving licence and use of a car</p>