



CHARGING UP CHANGE!

**RADICAL COMMUNITY
ORGANISER**

JOB DESCRIPTION & SPECIFICATION

DEADLINE: 1st March 2023 (1PM)



RADICAL COMMUNITY ORGANISER

JOB SUMMARY

Deadline: 1st March 2023 (1pm)

Application Form:

<https://talent.sage.hr/jobs/33baedaa-9986-4c33-a258-2f8ddb863c>

ROLE	Radical Community Organiser
REPORTING TO	Community Producer (Collaboration, Civic & Change) & Creative Producer (Arts, Culture & Creativity)
RESPONSIBLE FOR	Associate Freelance Staff, Interns and Volunteers
SALARY	£20,821.00 - £22,090.00 (Grade 2.4 – Grade 3.7) pro rata
HOURS	32 hours per week
DURATION OF CONTRACT	July 2024 (18 months - Fixed Term)
TIMESCALE	Immediate start
BASED	PBC HQ – West Bromwich
ROLES AVAILABLE	1
SUMMARY	This position is for a community organiser that can help spark the interest in children, young people and young adults to be change agents and fight for solutions to issues important to them. To work creatively and collaboratively across community, civic and changemaking streams of the Homegrown31 project to strengthen leadership, volunteering, social action and community engagement/participation through our work with children, young people and young adults.

WHO WE ARE

**POWERING CHILDREN, YOUNG PEOPLE
& YOUNG ADULTS TO CHARGE UP
CHANGE!**



OUR STORY

How we got here....

Powered by CAN works with children, young people and young adults across the Black Country and the wider Midlands region. Powered by CAN was created, built and developed in Sandwell, and we want to empower young people from the region to feel the same pride and purpose for their community as we do.

Children, Young People & Young Adults are at the heart of everything we do, and we make sure that we always put them first by ensuring we always do the following:

- Champion their rights to co-design, co-create and co-produce and make their voices heard.
- Encourage leadership pathways for their views and voice to be present their local community.
- Kick starting personal and professional development through a wider offer of experiences

We believe in providing opportunities for children, young people & young adults and we want to support them to thrive and contribute at every stage of their lives, for a fairer future.

HARNESSING YOUR... POWER, POTENTIAL, PROGRESS



OUR VISION

How we can work together to make a difference...

We want to power up children, young people & young adults to live with pride, purpose and prepared to make positive life choices.

OUR MISSION

How we can make the change...

Powering children, young people & young adults to lead the change they want to see through the delivery of services, opportunities & experiences to contribute at every stage of their lives, for a fairer future.

OUR VALUES

These are at the centre of everything we do...

CARE

CHALLENGE

COMMITMENT

COLLABORATION

CREATIVE

COMMUNITY

OUR SERVICES



Celebrating culture & civic responsibility through confidence, creativity & connecting with others...



Promoting positive lifestyles and empowering people through participation...



Taking the time to talk, tackle & transform into our true selves...



Always aiming high, aspiring to achieve & Accelerating your ambitions ...

OUR OBJECTIVES

1

Pride of Place!

To develop collective understanding and knowledge on the identity of place to strength the services that are relevant to meet the needs of children, young people & young adults.

2

Positive Programmes & Principles!

To deliver ambitious and high quality opportunities and experiences for children, young people & young adults to strengthen best practice for the sector to meet soft, hard and transferable skills.

3

Powering Participants & People!

To build on the strengthens and needs of children, young people & young adults to thrive and be resilient into adulthood.

4

Pushing Performance & Policy!

To influence policy and investment to prioritise services for children, young people & young adults.

5

Playing our Part!

To ensure our workforce, volunteers, board, volunteers are dynamic, diverse and driven to be reputable, responsive and represent a rights based approach for people and place.





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**We are powered both by where we have come from
and the positive energy moving forward with a ‘CAN’
do attitude.**

**We hope everyone we work with will be able to
power up change!**

”

CEO - Jerrel Jackson FRSA MloD MA BA





RADICAL COMMUNITY ORGANISER

DUTIES & RESPONSIBILITIES

Thematic Duties

- Supporting children, young people and young adults to develop the issues that surface in their communities into focused and well-targeted social action, to bring about real change.
- To increase working knowledge of key issues or challenges being faced within communities of interest.
- To co-lead with producer/coordinator on our cross-sector midlands co creation network or Youth Summit.
- Developing strategic campaigns and actions, and bringing them to a successful conclusion.
- Leading with the planning and delivery of community organising training programmes.
- To support the services' recruitment, engagement and participation with both users and non-users to ensure provision continues to develop to meet the changing needs of children, young people and young adults.
- To facilitate service delivery with children, young people and young adults through satellite and detached delivery.
- To develop an active movement of participants and local people to form the social action hub.

DUTIES & RESPONSIBILITIES

- Building relationships with key public figures, service-providers, and power-holders.
- To attend external events, conferences to advocate our work being undertaken.
- Working with the lead producer/coordinator to identify and develop new ways to expand our work.
- To lead the methodological approach of 'rules of radical' that uses creative and collaborative approaches to innovate transformational change.
- To be actively involved and networking with those demonstrating good practice in the sector.
- Work with the lead producer/coordinator to gain recognised accreditation for social action, community organising.
- Strengthening a community of organising culture of learning through action and reflection.
- Strengthen local, regional and national attention towards
- Working with the team to ensure the principles of Human centred design, Co-creation, Civic leadership, Behaviour Change, Social Change.
- Working with the team to design, plan, and deliver high quality public presentations and other events with teams of local people.
- To proactively work with related agencies, such as schools and social care to remove barriers faced by vulnerable young people and young adults by providing support that meets their individual needs.
- To work flexibly, including early mornings, evenings and weekends, to meet the needs of children/young people and the service. To be prepared to work outside normal working hours.
- To keep up-to-date with support services available within the Black Country and Birmingham.
- To undertake any other duties set by Senior Management.



DUTIES & RESPONSIBILITIES

General Responsibilities

- Manage, support and motivate the team to drive performance;
- Complete accident and incident records when necessary.
- Complete Health and safety records (e.g. COVID Compliances, fire drill, risk assessments)
- Working with the team to design, plan, and deliver high quality public presentations and other events with teams of local people.
- To work flexibly, including early mornings, evenings and weekends, to meet the needs of children/young people and the service. To be prepared to work outside normal working hours.
- To keep up-to-date with support services available within the Black Country and Birmingham.
- To undertake any other duties set by Senior Management
- To represent the organisation within local and regional networks of supporters and stakeholders;
- To coordinate and participate in regular team meetings and supervision meeting;
- To contribute ideas that may support the ongoing development of the Services/ Projects;
- To participate in training and development activities as required and to assist with the training and development of colleagues as appropriate;
- To contribute to the programming and administration of bespoke commissioned services;
- To act always in the best interest of CAN.
- To ensure confidentiality within the organisation at all times;
- To participate in activities which fall outside of normal working hours as required, e.g. Training, Staff Meetings, Recruitment/Engagement events, fundraising events, etc.
- To undertake such other duties and responsibilities of an equivalent nature as may be determined from time to time by Management.
- To be appointed a Designated Equality, Equity, Diversity, Dignity and Inclusion Champion



RADICAL COMMUNITY ORGANISER

PERSON SPECIFICATION

Essential

- Must have at least two years of face-to-face Community Organising/Youth Work/Mentoring.
- Experience/knowledge of community organising, being involved or leading community campaigns.
- Experience of working with children and young people and supporting them to take action.
- Experience of delivering successful training sessions or workshops and motivating, inspiring & leading others.
- Experience of working with volunteers, power holders or public figures.
- Experience of developing and leading effective strategic campaigns that can influence government and decision-makers.
- Experience of supporting community groups to take action.
- Can initiate community campaigns by energising, mobilising, and supporting community leaders to take action.
- Able to build relationships quickly with a wide range of people.
- Can think strategically and also pay close attention to detail.
- A high level of internet proficiency, able to conduct online research and policy work, and use social media.
- Self-motivating, can work independently, and manage own time.
- Able to represent the organisation at a high level, with a professional approach and demeanour.

RADICAL COMMUNITY ORGANISER

PERSON SPECIFICATION

Essential

- Excellent IT skills, with a high level of proficiency in packages such as Microsoft and Google. Able to manage own administration.
- Able to manage conflict and tension.
- Excellent written and oral communication and presentational skills.
- Has a passion for social justice with a strategic approach to bringing about change.
- Has an informed interest in public life & current affairs.
- Ability to communicate with a wide range of organisations and individuals from diverse backgrounds and communities.
- Self-confident who can motivate others, is not afraid to ask questions and can hold a keen eye for opportunity.
- To have a commitment to continuing professional development and improving professional practice.
- Must be timely, specific and clear with expectations, and hold oneself and others accountable.

RADICAL COMMUNITY ORGANISER

PERSON SPECIFICATION

Desirable

- A working knowledge of UN Convention Rights of the Child
- Holds a full driving licence
- Educated to degree level or higher.
- Experience of managing safeguarding issues.
- Experience of designing, delivering and measuring targeted youth work interventions.
- Holds a relevant qualification e.g. in community work or politics.
- A good knowledge of the local area and a diverse set of contacts.
- Knowledge of Mentoring/Life Coaching, delivery methods and practises
- Knowledge of theory of change models.
- Emergency First Aid
- Experience of developing interventions around the voice of the child.
- Experience of working in challenging environments with young people.
- Knowledge of Early Intervention strategies and how to implement them
- Knowledge of Youth Work, delivery methods and practises
- Experience of monitoring projects and reporting on outputs/outcomes and expenditure for external funders.
- Experience of researching new and developing themes within community organising.
- Experience of managing teams that can work with young people in a detached setting, group or individual setting.
- To manage allocated budgets
- To be able to provide day to day cover of the Service in the absence of Line Manager.



FURTHER INFORMATION

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Application Process:

Stage 1 – Informal 30/60 minute conversation

Stage 2 – Formal Interview (including Presentation or Practical)

Contact Information:

jobs@poweredbycan.org or 0121 530 8451

DBS and Reference

This role is subject to a clear enhanced DBS and satisfactory
Employment/Character references.

Please note we are currently using a new application system,
so if you face any technical difficulties please email
jobs@poweredbycan.org

