

Job Description

Community Organiser

Hours of work: 35 hours per week (flexible in how worked)

Type of contract: Permanent

Based at: Working across Buckinghamshire with some travel to sites across the three counties. Hybrid working available.

Croner rank: 6

Job Purpose

Use community organising to help people build the power they need to create positive change for nature and wildlife in key urban areas across the county.

Reporting Line

The post holder reports to the Community Organising Manager.

Line Management

This post has no line reports.

Key Responsibilities

- Build authentic relationships with communities developing them to take action to win the positive changes for nature and wildlife that they want to see in their localities
- Work with communities to embed a community organising ethos so that positive changes won for nature and wildlife are sustainable
- Facilitate groups to work together on issues that matter to them
- Identify and support potential community leaders, helping them to develop their skills and confidence to lead change
- Embrace continuous learning and development of community organising skills and knowledge through both formal and informal training, including personal and shared reflection, Team meeting discussion, and further reading
- Work with BBOWT communications colleagues to ensure communities can tell their stories in their own voices
- Support the embedding of community organising principles and practice across BBOWT
- Any other duties as delegated by the Community Organising Manager and Head of Community Organising

Person Specification

- A basic working knowledge of community organising principles and practice
- Ability to build authentic relationships with a diverse range of audiences including global majority and underserved groups
- Comfortable working independently with groups in a variety of locations
- Skills and ability to listen intentionally to a range of viewpoints to identify desired community outcomes, barriers to these, and how they may be overcome
- Able to identify and develop potential local leaders
- Able to reflect on past action to inform future action
- Excellent verbal communication skills with ability to be influential
- Able to work flexibly, including some evenings and weekends as necessary
- Proficient in use of MS Office functions such as Word and Outlook and Excel
- Ability and willingness to demonstrate the BBOWT behaviours and values
- Current UK valid car driving licence or eligible for Access to Work support driver

Measurements of Success

- People are being organised to win positive, systemic changes for nature and wildlife
- Local leaders are being identified and developed
- Deepening of BBOWT's relational power with local communities
- The postholder's work is being informed by intentional reflection on past practice
- The postholder is growing in knowledge, confidence, and skills of the craft of organising
- The postholder is contributing to the flourishing of the Community Organising team by providing peer support and learning to other team members

This post will be DBS checked at enhanced level. A criminal conviction will not necessarily be a bar to obtaining the position. BBOWT will not unfairly discriminate on the basis of criminal convictions. BBOWT's policy regarding this matter and the Disclosure and Barring Service Code of Practice are available on request.