

# Head of Movement Building

<b>Location:</b>	London, with the potential for some remote working
<b>Contract type:</b>	Permanent
<b>Hours:</b>	Either 4 days (30 hours) or 3 days (22.5 hours) per week
<b>Salary:</b>	£49,188 - £56,408 pro rata, depending on experience
<b>Reports to:</b>	Executive Director

## About us

The Economic Change Unit is a non-profit organisation that works to accelerate the transition to a fair, sustainable and resilient economy.

For over a decade, the world has been experiencing a range of inter-related crises. Financial instability, widening inequalities and climate and environmental breakdown have been brought into sharper focus by the global coronavirus pandemic. In response, there is a growing consensus amongst a broad range of people – including policymakers, business and civil society leaders, academics, campaigners and commentators – that fundamental changes are needed to our economic model.

Founded in 2019, ECU creates resources to promote understanding of the ideas, policies and practices on which more resilient, just and sustainable economies can be founded. We identify opportunities for economic change, and help to connect people and organisations from a variety of sectors who are interested and involved in seeking change and support them to work together to advance a shared agenda.

This is a really exciting time to join a relatively new organisation occupying a key role in the new economy movement as we set up our team and embark on a new strategy. We are currently expanding and expect to have six members of staff in post by the end of 2021. Our organisational funding is secured until autumn 2022, and we are undertaking fundraising to sustain and grow the organisation, with the aim of expanding to a team of eight to ten staff in the next 2-3 years.

## Our values

Our values apply throughout our ways of working, culture, and individual behaviour.

- **Justice:** We believe in social, economic and environmental justice. We work to rectify historical injustices nationally and internationally, as well as to mitigate injustices yet to come. Essential to our conception of justice is a commitment to sustainability.
- **Inclusivity and generosity:** We provide a welcoming, safe and supportive environment to everyone, regardless of gender, class, ethnicity, sexual orientation, age or disability. We recognise that people face systemic oppression based on these

characteristics and therefore we have a responsibility to centre anti-oppression in our work.

- **Collaboration:** We don't have all the answers, and through working with others there is more chance of making change. We stand in solidarity with those seeking progressive economic systems change and those who support these ideas.

## About the role

A member of the Senior Management Team, you will lead our work strengthening the power and effectiveness of our community of partners working to build a fair, sustainable and resilient economy.

Working closely with the Executive Director, the Head of Public Affairs, and senior staff in ECU's movement partners, you will:

- Support our core community of partner organisations to strengthen collaboration, including identifying shared priorities and developing and delivering a common strategy.
- Lead our work to broaden and diversify our core community, undertaking mapping, outreach and relationship-building with individuals and organisations in other key civil society and social movement sectors.
- Support the development and implementation of ECU's programmes, ensuring strong engagement from partners and contribution to movement-building.

## About you

Creative, collaborative and action-oriented, you will be a skilled and experienced organiser, facilitator and coalition-builder with:

- A deep commitment to ECU's vision and purpose and a passionate interest in economic justice and social change.
- A sophisticated understanding of the role of civil society and social movements in driving political change.
- Significant experience of facilitating effective collaboration and coalition-building between individuals and organisations.
- Strong empathy and interpersonal skills, and a passion for building bridges between people and groups from diverse backgrounds and perspectives.

## Key responsibilities

### *Movement-building & facilitation*

- Lead ECU's programme of work to strengthen the power and effectiveness of our core community of new economy partners, including:
  - Overseeing and facilitating spaces and processes which help to strengthen relationships and communication between partner organisations
  - Building alignment around policy priorities and a shared strategy to achieve them.
- Lead on work to broaden and diversify ECU's core community, undertaking mapping, outreach and relationship-building with individuals and organisations in other key civil society and social movement sectors, and devising and delivering activities to foster

increased communication, trust and collaboration between those actors and ECU's core community partners.

- Work with the Head of Public Affairs on with the development and implementation of ECU's programmes, ensuring programme strategies have a strong power analysis, and contribute to the strength and growth of the movement, and that programme facilitation maximises engagement and mobilisation of project partners.
- Work with the Head of Public Affairs to build and mobilise a base of supportive policy-makers, opinion-formers, progressive business leaders, key thinkers in academia, and new economy practitioners in support of key new economy ideas and proposals.

### *Fundraising*

- Support the Executive Director to increase and diversify funding into the new economy movement, where it is most needed, and to strengthen relationships between our core community and new economy funders.
- Support the Executive Director to ensure a sustainable funding base for ECU, including draft funding applications and reporting on grants.

### *Team & Organisation*

- Provide excellent line management to the Networks & Events Lead (when this role is funded and created).
- Support the Executive Director with organisational planning and strategy development.
- Lead on developing and maintaining a robust, efficient system for capturing evidence of ECU's progress against our movement-building objectives.
- Deputise for the Executive Director as and when required.
- Attend relevant Board and sub-committee meetings.

### **Person specification**

#### *Essential*

1. Significant experience of supporting communication and collaboration between people, groups, and organisations with diverse perspectives in a civil society, social movement, trade union or political campaigning context.
2. A skilled facilitator, with significant experience of designing, delivering and evaluating high-impact group work, and knowledge of frontiers of best practise in relation anti-oppression practises in group work.
3. A sophisticated understanding of how political change occurs, especially the role of civil society and social movements in achieving change.

4. A proven track record of managing and delivering complex, ambitious projects, including the ability to flex and adapt to changing needs and circumstances.
5. Strong interpersonal skills: approachable, with a high level of empathy and ability to:
  - work constructively and build trust and openness with people from diverse perspectives and backgrounds
  - problem-solve difficult situations and deal with them calmly, sensitively and effectively.
6. Deep commitment to ECU's purpose and values (set out above).
7. Some experience of campaigning and advocacy, either in a professional or voluntary capacity.
8. Excellent communication skills, including the ability to write clearly, communicate engagingly, and speak confidently to diverse audiences.
9. Demonstrable leadership, team-working and people management skills, including ability to motivate and support others.
10. Willingness to occasionally work evenings and weekends (claiming back excess hours as TOIL), to undertake domestic and overseas work trips, and to 'pitch in' at all levels of work to help ensure ECU's organisational development and programme success.

#### *Desirable*

11. Knowledge and understanding of contemporary economic and political debates in the UK and on the global stage, including debates around the critiques of neoliberalism and progressive and 'new economy' alternatives.
12. Experience of line managing staff or volunteers.
13. Experience of conflict mediation.
14. Knowledge and experience of monitoring, evaluation and learning methodologies.
15. Experience of fundraising and an understanding of the nature and constraints of funding provided by charitable foundations.

#### **Equity, inclusion and diversity**

We are committed to providing equal opportunities for everyone, regardless of their background. We believe this is crucial to ensuring the legitimacy and effectiveness of our work. We recognise that people face systemic oppression based on factors including their gender, ethnicity, sexual orientation, age and disability, and therefore we have a responsibility to centre anti-oppression in our work.

We acknowledge that people from a number of communities are underrepresented in our team and in the wider economic justice movement, and we're committed to doing what we can to address this.

We welcome applications from people of all backgrounds, and would particularly like to encourage applications from the following groups who are currently underrepresented in our sector: women, working class people, black people and people of colour.

We are open to assisting with childcare or other duties that may prevent candidates from attending an interview.

## **How to apply**

To apply, please download an application form and an Equal Opportunities Monitoring form from [econchange.org/jobs](https://econchange.org/jobs), complete them, and send them to [recruitment@econchange.org](mailto:recruitment@econchange.org) before the closing date. Please send your application as a Word document (not a PDF) and please do not include any other documents with your application - they will not be read.

Closing date for applications: **Friday 1 October 2021, 9.00am.**

First interviews will take place on **Wednesday 13 October.**

*Due to the volume of applications we usually receive, we regret that we are unable to offer feedback to individual applicants.*

## **Get in touch**

If you have any questions about the role, or if you feel you could succeed in this role but are unsure if you meet all the role requirements, please contact Sarah-Jayne Clifton, Executive Director, at [sarah@econchange.org](mailto:sarah@econchange.org) for an informal conversation.

Thank you for your interest in the Economic Change Unit.