



LRU Organiser job description

The role of the Organiser is to support the emergence, growth and collective leadership of either our Hackney branch or our Lewisham branch. This work will support the union's fundamental goal of transforming the housing system and our values and strategy agreements, and provide support to one other group or branch. This will include facilitating leadership from a broad base of renters, with a particular emphasis on working with those facing marginalisation and deprivation. The branches and/or groups that each organiser is supporting will be reviewed and may be changed each year.

Ideally, successful candidates will be available to start in March.

Main responsibilities

- Supporting the emergence, growth and collective leadership of one LRU branch and according to a democratically agreed plan.
- Providing some support to one other London Renters Union group or branch.
- Supporting renters to take action against estate agents, landlords and other power holders who profit from the housing crisis.
- Recruiting renters to join the London Renters Union and supporting others to do this.
- Ensuring the Branch is reaching a wide range of renters through street outreach and other methods and is rooted in the community.
- Empowering renters facing marginalisation and deprivation to participate and lead the branch.
- Contributing to the union's collective management processes (25% of time).

Terms and conditions

- The pay is £24,277 per year. The post is 30 hours per week usually spread over 4 days. LRU workers are expected to be available to work some evenings and weekends.
- This position fixed term for 2 years, with the intention of the role becoming permanent depending on the union's financial situation.
- There is a 6-month review period.
- Workers receive 23 days of paid holiday each year plus bank holidays and the week between Christmas and New Year. Sick pay is provided.
- The LRU provides its workers with up to £100 per month towards counselling.
- A phone and reasonable expenses are provided.
- Membership of the LRU is not open to landlords or people who carry out evictions.
- The LRU provides a 3% pension contribution.

- The post is based at the LRU office in Liverpool Street with frequent travel around Hackney or Lewisham and elsewhere in the city.

Key tasks

Empowerment and collective capacity building

- Supporting members to believe in the power they can hold as part of the union
- Using one-to-ones and phone calls to build strong relationships that empower and encourage renters to participate in the union (e.g. 5 one to ones per week).
- Supporting the organisation of branch meetings and other meetings and events to ensure they are welcoming and empowering spaces for a wide range of members.

Developing collective capacity and leadership

- Supporting the branch to develop and implement strategic plans for its successful growth in membership and power, including by organising evaluation and planning sessions and supporting the implementation of agreed plans.
- Identifying and supporting members to develop into taking on leadership roles.
- Supporting the development of teams and roles within the branch, including the outreach, member solidarity and admin and planning teams, so as to ensure the branch is led strategically and effectively by renters, especially renters most impacted by the housing crisis.
- Supporting the emergence of well-planned, strategic campaign activity and protest actions within the branch, as part of union-wide campaigns and/or in developing an area-specific campaign.
- Occasionally supporting the organisation of union-wide assemblies and workshops to allow the branch to participate in union democracy and London-wide campaigns with a few hours per week in the run up to these events.

Outreach and membership

- Recruiting renters to join the London Renters Union and supporting others to do this.
- Ensuring that the branch outreach team organises regular stalls and doorknocking, including by leading on several sessions per month.
- Developing and implementing creative ways of reaching out to a wide range of local renters and raise the profile of the branch, turning interest in the union into participation.
- Making welcome calls to new members of the branch, organising 1:1s where appropriate, and supporting the branch to organise regular phone banking sessions to invite members to meetings and actions.
- Building strong, deep relationships with relevant groups and organisations in the area.

Collective management (25% of time)

- Co-organising and taking part in regular staff meetings, peer-to-peer support and co-management w/ other union staff
- Taking part in monthly staff support days w/ staff supervisor and other meetings and discussions to ensure your work is accountable to the membership and the people you are organising with.
- Participating in evaluation and strategising workshops and coordinating group meetings

- Take part in introducing new staff to the processes and structures of the union.
- Identifying and taking opportunities for continued professional development.

Additional branch organising tasks when time allows

Empowerment and collective capacity building

- Coaching renters to plan and deliver new ideas (especially for those who haven't done so before)
- Organising training for renters alongside the Education working group.

Member solidarity

- Identifying opportunities for and coordinating collective action on the housing issues that are important to renters.
- Being present at weekly union-wide Member Solidarity Check-ins.
- Working with the member solidarity organiser to help develop the capacity of the branch member solidarity team.

Supporting one other group or branch (25% of time)

- Providing support to one other LRU branch or group to organise according to our strategy and values by using a mix of the tactics outlined above.
- Using one-to-ones and phone calls to build strong relationships that empower and encourage renters who are hardest hit by the housing crisis to participate in the new group/team (e.g. 1-2 one to ones per month).
- Helping members in the group/branch to organise or access trainings.
- Helping members in the group/branch with key relationships, including by organising and attending meetings with local groups and housing activists.
- Liaising with the New Branches Team and attending team meetings.
- Providing 2 hours support per month with back office work as agreed with colleagues e.g. membership database, welcoming new members, replying to emails sent to the general inbox.

Who we're looking for

Essential

- Ability to empower people to participate in and lead collective struggle, including people who face oppression.
- Understanding how to organise people in a community towards a shared goal.
- Passionate about the London Renters Union and building the power of private renters to win better housing conditions.
- Active involvement in movements or community campaigns for social justice.
- Ability to speak and build trust with people in the area and different organisations.

- Understanding of the housing crisis in London and its impacts on people and communities in Hackney or Lewisham.
- Commitment to working with honesty and integrity and to equal opportunities and opposing oppression.
- Self-motivation and ability to prioritise tasks and work to urgent deadlines in an unstructured environment and able to work independently as well as in a team.
- Ability to keep boundaries and help look after yourself and those you're organising with, when doing stressful work.

Desirable

- Local connections and excellent knowledge of either Hackney or Lewisham.
- Understanding of different approaches to organising and building power.
- Experience of supporting others to get involved and take on leadership in groups or issues.
- Experience of coaching others to carry out organising work.
- Experience of supporting people and groups to make plans together and get organised around shared concerns
- Facilitation skills.
- Experience of developing and giving training or sharing learning with others.
- Strong social media experience.