



New Branches Organiser job description

Deadline for applications: 12 midday, 18 November

Interviews: week starting 30 November

Terms and conditions

- The pay is £28,000 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 £1,200 per year towards counselling.
- A phone ,other work-from-home access equipment requirements 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 currently home-based, due to COVID restrictions, with opportunities to work from the LRU office in Liverpool Street as deemed safe. The role will also include some level of travel around London, as is deemed safe and appropriate.

Description: The role of the New Branches Organiser is to support the emergence, growth and collective leadership of new LRU groups and their successful development into full LRU branches. This will include facilitating leadership from a broad base of renters, with a particular emphasis on working with those hardest hit by the housing crisis We are currently supporting the growth of LRU groups in several boroughs including Tower Hamlets and Brent.

Main responsibilities:

- Supporting the development of the LRU's growth plans
- Supporting our network of local groups
- Focusing on a particular new group to support it to become a powerful LRU branch
- Supporting our Education working group to provide training to members (10% of time)
- Collective management (25% of time)

Supporting our network of local groups

Working with the union's coordinating group and new branches team to:

- Be one of several people who liaise with LRU members in different parts of London who are interested in setting up a new LRU group.
- Identify members and groups that are well placed to undertake sustained organising and support them to develop and implement initial outreach and group development plans, including by helping to organise meetings and workshops.
- Identifying, coaching and supporting members to develop into taking on leadership roles.
- Support the union's coordinating group and new branches team to develop the London Renters Union's strategy and processes for building the union in new parts of the city.
- Creating ways for members of existing branches to work with and share experience with members of LRU groups.

Focusing on a particular group/branch

From time to time, this organiser may be asked by the coordinating group to focus on one group for at least 10-15 hours each week and help it to develop into a full LRU branch by:

- Supporting the new group/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.
- Identifying the individuals, groups and organisations across the borough the branch should work with and build strong relationships with them alongside group/branch members.
- Leading on the development and implementation of organising drives, including by leading regular door-knocking and street stall sessions.

Training

- When time allows, working with other members of the staff team and relevant union working groups to deliver and develop resources and training.

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
- 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.

- 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.

Person specification

Essential

- 3 years experience of supporting and coaching people to use organising tools to build power in a grassroots context.
- Excellent communication skills and the ability to build strong, deep relationships with a wide range of people and organisations.
- Ability to empower, inspire and motivate people to participate and take action, including people who face oppression.
- Good working knowledge of the housing crisis in London and its impacts.
- Ability to conduct honest and constructive working relationships and a commitment to operating with integrity.
- Self-motivation and direction and an ability to manage and prioritise multiple tasks and re-organise workloads to incorporate urgent deadlines and work responsibly in an unstructured environment.
- Passionate about the London Renters Union and building the power of private renters to win better housing conditions.
- Ability to set and keep boundaries and contribute towards a healthy organisational culture.

Desirable

- Experience of identifying and developing leaders.
- Experience of supporting groups to make and implement strategic plans.
- Experience of developing and giving training.
- Strong social media experience.
- Some local connections in Brent or Tower Hamlets