



Member solidarity organiser

Member solidarity is how we organise together to build collective power and improve the housing situations of our members. We win improvements through protest (picketing estate agents and other housing providers), direct action (eviction resistance), legal support, media work and casework done by teams of members.

The Member Solidarity Organiser will maintain an overview of the requests coming in from union members, ensure we support our members facing housing issues and support branches to take action to win improvements to the housing conditions of our members.

They will be confident using databases and managing a high-volume of communication, but will also be able to work with members to build collective power through individual disputes, including around rent debt and eviction. The member solidarity organiser will balance knowledge of the housing system (laws and policies) with an ability to empower and encourage teams of renters to use different tactics to stand up to landlords, from peer support to protests to resisting evictions.

The successful candidate will be available to start in June or July (at the latest) for one year.

Core responsibilities

- Maintaining an overview of open casework and disputes and ensuring we respond to requests for support according to our process, through using our database and checking in regularly with members of the union
- Providing coordination and coaching to several of our member solidarity teams in branches, by responding to requests for support, identifying opportunities for public disputes, supporting members to take action.
- Support members to provide peer support to people facing rent debt and eviction
- Writing correspondence to members, landlords and estate agents

Additional responsibilities when time allows

- Communicating about our member solidarity organising and successes on social media
- Developing relationships with lawyers and other experts
- Producing resources and training
- Taking part in the evaluation and development of our member solidarity work

Skill and Experience Requirements

Essential

- Ability to empower people to participate in and lead collective struggle, including people who face oppression.
- Ability to quickly identify key details from complex conversations and documents.
- Excellent written and verbal communication skills and an ability to communicate with a wide range of people, including people in distress.
- Confident using databases and managing a high-volume of communication
- 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.

- Basic understanding of the housing system
- Commitment to working with honesty and integrity and to equal opportunities and opposing oppression.
- Ability to keep boundaries and help look after yourself and those you're organising with, when doing stressful work.

Desirable

- Effective use of social media
- Good working knowledge of housing law.
- Experience of conducting case work.
- Ability to empower people to participate in and lead collective struggle, including people who face oppression.
- Experience of organising workplace or community-based disputes
- Experience of coaching others to carry out political organising work

Terms and conditions

- The pay is £28,000 per year (with an annual pay increase due imminently). 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.
- Staff with children or carer responsibilities are entitled to an 8% subsidy on the regular staff salary for their first child or other dependent and a 4% additional subsidy for any additional children or dependents.
- This position is a fixed role for 1 year from June or July 2021.
- 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 £1200 per year towards counselling or other forms of agreed wellbeing support.
- A phone and reasonable expenses are provided.
- Membership of the LRU is not open to landlords, police, bailiffs or others who carry out evictions.
- The LRU provides a 3% pension contribution.

- The post will be based at the new LRU office [location TBC], but working-from-home is possible, pending current COVID/lockdown requirements. It is expected that more travel around London will be required, as it becomes safer to do so.

To apply for this job:

- To apply for this role, please send your CV and cover letter using the application form at <https://londonrentersunion.org/2021/work-with-us/> by 10am on May 27.
- Be sure to write your cover letter in a way that addresses each of the points in the Skill and Experience Requirements listed above.
- If you're unable to use the form for any reason, feel free to send us an email.
- If you have any questions about the role, feel free to email Clare on membersolidarity@londonrentersunion.org.
- Interviews will be carried out on the 1st or 2nd of June. Follow-up interviews may be requested the following week, if there are outstanding questions.