



Member solidarity organiser (x2)

Deadline for applications: Monday 10th April 2023 9pm

To download an application and for details on how to apply, head to

<https://londonrentersunion.org/2023/member-solidarity-organisers/>

Since we launched in 2018, the LRU has grown to more than 6,500 members, won countless disputes against landlords to improve the lives of our members and won important campaigns against local councils and the government. We're building the power we need to win a housing system that prioritises the needs of people over the profits of landlords and investors.

Member solidarity is how we organise together to build collective power and improve the housing situations of our members. We win improvements through launching disputes against estate agents and other housing providers, taking direct action, eviction resistance, and doing some legal support and casework.

We're recruiting two new Member Solidarity Organisers to support this work - one post is temporary (12 month maternity cover contract) and the other is for 2 years

This is your opportunity to support our incredible members to take action against the landlords that exploit us and to build powerful and caring communities. If you have a track record of supporting others to take action or in a casework setting, we'd love to hear from you.

The successful candidates will ideally be available to start in May 2023.

One of our brilliant Member Solidarity Organisers who is also a line manager is going on maternity leave in May. Ideally we are hoping that one of the candidates we hire will be able to take over some of their line management duties. Their work plan would be adjusted accordingly.

Core responsibilities

- Supporting between 1-3 branch teams of members working on Member Solidarity in our local branches to make strategic decisions, and to build participation and leadership in the team.
- Working to ensure high-quality 'peer support sessions' - where members can access information and support on their housing issues - happen at every local branch meeting
- Supporting our local branches to build power by taking strategic public action by launching disputes against landlords and housing providers.
- Maintaining the database and our processes for responding to requests for support for local branches - responding to requests for support, identifying opportunities for disputes, and ensuring members are followed up with after branch meetings.
- Occasionally contributing to work on Member Solidarity resources, strategy and training

We are also looking for applicants to do at least one - but not all - of the following:

- Develop relationships with lawyers and other experts, particularly those who specialise in housing and equality
- Produce resources and leading the delivery of 'Member Solidarity' training to our members,
- Undertake a small amount of casework, including drafting correspondence, making referrals to lawyers and engaging with council Housing departments
- Line manage one or two other Member Solidarity organisers and helping lead the team

Skill and Experience Requirements

Essential

- Ability to build trust and strong relationships with others
- Ability to empower and motivate our members to take action
- 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
- Ability to keep boundaries and help look after yourself and those you're organising with, when doing stressful work.
- Willingness to uphold LRU values (londonrentersunion.org/values) and agreed strategies.

Desirable

- Good working knowledge of housing law.
- Experience of conducting case work to a high level of detail
- Experience of organising workplace or community-based disputes
- Experience of line managing and/or coaching others

Terms and conditions

- £33,250 for 30 hours per week, usually spread over 4 days.
- LRU workers are expected to be available to work some evenings and weekends.
- One post is a temporary (12 month maternity cover contract) and the other is for 2 years. Both are subject to passing a 6 month review. If a candidate is offered managerial duties, we will prioritise giving them the 2 year post.
- Staff with children or carer responsibilities are entitled to a 12% subsidy on the regular staff salary for their first child or other dependent and a 6% additional subsidy for any additional children or dependents.
- 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 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 statutory 3% pension contribution.
- These posts will be based at the LRU offices in Tower Hamlets with some working from home as agreed with your line manager.
- These posts will be line-managed by either the Union Coordinator or a Member Solidarity Organiser.