

Friends of the Earth – Job Description

Job Title	Activism and Community Campaigns Officer
Reporting To	Director of Northern Ireland
Team	Northern Ireland
Career Stage	Grade D
Contract	Permanent
Location	Northern Ireland
Line Management	N/A

Purpose of the role

The Activism and Community Campaigns Officer will be the first point of contact for the Friends of the Earth movement in Northern Ireland – supporting the grassroots network with their local environmental issues, the development of local campaigns and gaining support for Friends of the Earth’s campaigns. As part of the Northern Ireland team, they will be central to local campaign work and the development of campaign activism, as well as organising training and networking events for activists in Northern Ireland and trialling new activism ideas and projects.

Key responsibilities and tasks

- Responsible for achieving outcomes contributing to Friends of the Earth Northern Ireland activism and campaign objectives as well as wider Friends of the Earth strategy.
- Use an understanding of the needs and interests of activists to inspire and support effective campaigning on Friends of the Earth’s agenda in Northern Ireland.
- Take responsibility for delivering project objectives that may involve a project team, acting as manager to the members of the project team with respect to project work and ensuring planning, budgeting (if needed), monitoring, internal communications and reporting on the project.
- Develop ways for involving people with different skills and interests in campaign work with particular use of capacity building approaches.
- Recruit and manage volunteers and interns as required.
- Support the development of a youth activist movement.
- Emphasise support those communities most underrepresented and those most in social need.
- Facilitate effective networking between activists to maximise opportunities for activists to support each other with their own expertise and knowledge.
- Champion the experience, abilities, needs and campaign interests of activists and help to facilitate their voice in influencing transformational change.
- Ensure effective communication and coordination between the NI team and the work of other teams and the Friends of the Earth network, including local and international groups.
- Apply negotiation and problem-solving skills to resolve tensions between individuals and within campaign groups to maintain and increase their effectiveness.

- Support new alliances and existing networks to build strength in activism and campaigning, and support new activists.

You will also need to be aware of and follow Friends of the Earth's policies and procedures, with particular attention to safeguarding, equality, diversity & inclusion and our values.

Person Specification

Essential:

- Experience of working with activists, as individuals and/or within campaign or community groups and an understanding of how activists operate, their needs and the constraints they face as well as organising principles.
- Experience of communicating effectively and building strong relationships with people from a variety of backgrounds and with different needs, both individually and in groups.
- Experience of organising and running a variety of different events.
- Be based within Northern Ireland and able to travel regularly within Northern Ireland outside normal working hours and travel outside of Northern Ireland for meetings.
- Experience of developing skills and confidence in others using a range of approaches at a distance and face to face.
- Understanding the political, cultural and environmental context in Northern Ireland, in particular how decisions are made and opportunities for community involvement and campaigning.
- An understanding of offline and online activism and experience of modern digital campaigning and using social media for organising.
- Excellent written communication skills and ability to write copy for a range of internal and external audiences.
- Facilitation skills – able to organise a group and guide discussion towards agreed, clear outcomes.
- An understanding of and commitment to diversity and inclusion.

Desirable:

- Experience of campaigning in a political context in Northern Ireland.
- Campaign planning skills – an understanding of what makes a winning campaign strategy and experience of planning campaign strategies alongside activists (individuals and groups) and incorporate expert input from others.
- Competence in using digital tools and confidence in learning new digital approaches and tools for activism and campaign impact.
- Troubleshooting skills – able to identify problems in campaign groups and to support them in solving these.
- Experience of managing financial resources and budgeting.
- Project management skills and experience.
- Experience of volunteer management.

Our Values

Ability to demonstrate understanding and apply our values.

Integrity – We demonstrate integrity throughout everything we do, internally and externally.

Impact – We make the biggest impact we can through good analysis and judgement, insight, feedback and focus.

Leadership – We motivate others through our individual and collective actions, our compelling vision, and our clarity on what work needs to be done.

Focus on Friends – To build our influence we put new and existing ‘friends; at the heart of our work.

Accountability – We hold ourselves and others to account for our work and how we work.

Learning and Enquiring Mindset – We learn continuously, challenging our own assumptions and habits while expanding our horizons to enable us to improve the impact of our work.

Date Approved	
Date Reviewed	

Friends of the Earth staff are not permitted to hold office for political parties or stand as candidates for political parties. Staff should also seek permission from the Senior Management Team if they wish to hold a non-public facing official role in a political party. If this is an issue, please do raise this with us as soon as possible.

This job description is current as at the date shown above. In consultation with the post-holder it is liable to variation by the Director to reflect or anticipate changes, in, or to, the post and the organisation.

The job description gives an overview of the main responsibilities of the role. The day to day role will also involve any other duties and responsibilities, express and implied, which arise from the nature and character of the post.