Friends of the Earth – Job Description

Job title	Community Organiser
Reporting to	Regional Campaigns Organiser
Team	England
Career stage	Grade E
Contract	Two year fixed term contract
Location	Home-based in Hull
Line management	N/A

Purpose of the role

To support communities on the frontlines of the climate, nature and inequality crises to build power, develop leadership, and deliver community-led campaigns that create meaningful local change.

The Community Organiser will work alongside Friends of the Earth local action groups to build partnerships, build power and build campaigns that can make a real difference to people's lives. The Community Organiser will build relationships locally, organise training and ongoing support as needed and provide campaigning direction and guidance with a view to leaving the community stronger and more able to impact on decisions that affect them.

Key responsibilities and tasks

Build relationships and community power

- Work alongside the local Friends of the Earth group and community members to build trusted relationships with residents, community organisations, local leaders and decision-makers.
- Identify and support local people to participate in community action and develop their confidence, skills and leadership.
- Conduct community listening and relationship-building activities to identify local priorities, opportunities for change and emerging leaders.
- Build the collective power of communities affected by climate, nature and inequality issues, supporting people to organise around shared priorities.
- Ensure a diverse range of voices, particularly those most affected by environmental and social injustice, are involved in shaping local activity and campaigns.

Support community-led campaigning and action

- Support local people, activists and community partners to identify issues, develop campaigns and take collective action.
- Facilitate campaign planning, strategy development and effective team working, enabling communities to lead their own campaigns.
- Work with campaigners and local allies to organise events, actions and engagement activities that build participation and influence decision-makers.
- Support communities to influence local institutions, decision-makers and policy processes.

- Support communities to secure tangible local change on issues relating to climate, nature and inequality.

Develop skills, leadership and participation

- Design, deliver or coordinate training, mentoring and ongoing support in organising, campaigning, influencing, digital skills and systems change.
- Create pathways for people to move from participation to leadership and sustained community organising.
- Support young people and emerging community leaders to play an active role in local campaigning and organising.
- Help build long-term community capacity and resilience beyond individual campaigns.

Build partnerships and movement connections

- Build and maintain relationships with partner organisations, campaign groups and community networks to strengthen collective impact.
- Facilitate collaboration, information sharing and coordination between local campaigns and wider movements.
- Contribute to Friends of the Earth's national place-based organising programme, sharing learning and participating in communities of practice.
- Build strong relationships with Friends of the Earth colleagues and the wider network to maximise support and impact.

Communications, learning and accountability

- Support communities to communicate their stories, priorities and campaign successes through media, social media and other communications channels.
- Capture and share learning, outcomes and impact from local organising activity.
- Ensure effective communication and coordination between local communities, Friends of the Earth groups and the wider organisation.
- Ensure data, safeguarding, equality, diversity and inclusion requirements, and organisational policies are followed at all times.

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

Person specification

Essential

- Ability to build trusting relationships and work effectively with people from diverse backgrounds, including community members, activists, partner organisations and decision-makers.
- Ability to support communities to identify priorities, build collective power and take action on issues that matter to them.
- Ability to develop and deliver effective community and campaign organising approaches, including supporting groups to plan and deliver campaigns together.
- Ability to facilitate meetings, events, training and group discussions that build participation, shared ownership and clear outcomes.
- Ability to communicate effectively with a wide range of audiences, both online and in person using digital organising and campaigning approaches

to increase participation and connect online engagement with collective action.
- Understanding of power, inequality and inclusion, and ability to apply this understanding to create more accessible, representative and participatory organising.
- Ability to organise and manage work effectively, including balancing competing priorities and maintaining accurate information and records.
- Ability to work independently, use initiative and represent Friends of the Earth positively and professionally.
- Ability to work frequently on evenings and weekends.

Desirable

- Ability to develop the confidence, skills and leadership of others through training, coaching, mentoring or other forms of support.
- Understanding of community organising, political organising or movement-building approaches.
- Knowledge of issues relating to climate, nature, inequality and environmental justice.
- Ability to work with young people and support youth participation and leadership.
- Experience of using media, social media or storytelling to support community campaigns.

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	Sept 2026
Date reviewed	N/A

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.