

JOB INFORMATION

ORGANISER, These Walls Must Fall, Liverpool

Salary: £29,046 pro-rata (£17,428 for 21 hours per week)

Hours: part time, 21 hours per week

Workplace: Liverpool

Contract: Permanent following a 6-month probation period

Benefits: generous annual leave entitlement (pro-rata entitlement for 21 hours is 21.6 days per year inclusive of bank holidays); salary increment on each of the first three anniversaries of contract start date; external supervision offered; employer pension contribution of 5%

Reporting to: Right to Remain Coordinator (TWMF)

Closing date for applications: midnight on Monday 3rd January 2022

Interviews (via zoom) to be held week of 10 January – date will be confirmed with shortlisted candidates.

Right to Remain is recruiting a paid Organiser for our These Walls Must Fall project in Liverpool, to join our small team of Organisers currently working across Manchester, West and South Yorkshire.

This job involves: supporting a local campaign group of people with direct experience of the immigration and asylum system; running a programme of activities, learning and skill-sharing to help people direct experience of the system to play a leading role in campaigning for change; building links with allies from all communities; collectively planning, organising, and supporting local campaign activities.

This is a job for someone who is passionate about challenging the injustice and racism of the immigration and asylum system. It is for someone who believes that those who are most directly impacted by the system should be leading the calls for change.

We particularly encourage applications from people with direct lived experience of the issues that this campaign focuses on.

The role will require occasional evening and/or weekend working, for which you will

receive time off in lieu. The role will also require some travel within the UK. You will need to have the right to work in the UK as Right to Remain is unfortunately not in a position to sponsor people for work visas.

If you would like to discuss the role before applying, please email work@righttoremain.org.uk

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1. JOB DESCRIPTION

You will focus mainly on supporting migrant-led campaigning on immigration enforcement issues in the Merseyside area. A large part of the work will be facilitating a campaign group of people who have experienced or who are at risk of immigration detention. You will also work collaboratively with the team and partners in other areas.

The aim of this work is to:

- Help people to develop and use their knowledge, skills and experience in order to play leading roles in refugee and migrants rights campaigning
- Help strengthen local migrant-led campaigning community groups, and build links with allies and supporters from all communities
- Challenge the injustices of the immigration and asylum system, and bring radical change to that system

Places of work

In response to the Covid-19 pandemic, we made changes to working practices which may still apply in the future. The health and wellbeing of our workers, volunteers, and communities are paramount. You will need to be able to work from home at times, using online communications tools. When working from home, appropriate equipment will be provided, and the organisation will make a payment towards utilities bills.

When carrying out in-person work, your main place of work will be Liverpool, with occasional UK travel also required.

Induction period

When you start in post we will support you to get set up, to gain a full understanding of the issues and the campaign, agree a workplan, and identify areas of the work that you feel are your strengths, and which you may need more support with. Appropriate training, internal and external, will be provided where necessary.

Main activities and responsibilities

The main work of the organiser is to support a group of campaigners with experience of the immigration enforcement system to take the lead in campaigning locally. These Walls Must Fall has been active in Merseyside for three years. You will take over an established group of campaigners, and continue the work with a local network of allies and supporters. Once settled in the role, you will be recruiting new campaigners and building relationships with more partner organisations and groups.

These Walls Must Fall has so far been focused on immigration detention, however this may be broadened to other areas of immigration enforcement over time.

- **Supporting a local group**
You will support a small group of people who have direct experience of the immigration and asylum system, and who want to speak out and campaign for change.
- **Building local alliances**
You will support the local group to build relationships with key local partners, allies and supporters from across all communities, to get involved and active with the campaign.
- **Organising events and activities**
With the local group, you will organise public events, meetings and local campaign activities. These will include both online and face-to-face activities.
- **Campaign communications**
You will keep people informed and active through social media, email newsletters and website news.
- **Team work**
You will often be working on your own with local campaigners and partners, but you will be in daily contact with the These Walls Must Fall team and Right to Remain colleagues and working together on activities.

2. PERSON SPECIFICATION

The skills knowledge and experience required for the job

Note: In addition to formal, paid work experience, we recognise the great value of lived experience and voluntary activities. Your personal life experience of the immigration system, for example, can be just as valuable for aspects of this job as any professional experience.

Core skills, knowledge and experience

- Experience of community campaigning for change. Experience of campaigning on migrant rights issues is an advantage, but other campaigning experience may be just as valuable. Your experience could be professional or voluntary/activist.
- Ability to work independently and use your initiative. You will be part of a small team, but much of the work will be on your own, with local campaigners, keeping in touch with the team remotely, for example via video calls.
- Understanding of immigration and asylum issues in the UK.
- Excellent organisational skills. Able to organise and prioritise your workload. Able to organise, plan and run meetings and events for and with other people.
- Good spoken English of intermediate level or higher.
- Written English of at least intermediate level; a level allowing you to communicate with team members and partners by email, write social media posts, keep notes of meetings, and contribute to project documents.
- Numeracy skills to a level allowing you to handle expenses, and keep an accurate record of your project spending (working with the Coordinator).
- IT skills. Proficient in the use of general office software for notes, documents, report writing, basic spreadsheets, email, file management. You will also need to have experience using, or be enthusiastic about learning to use, digital platforms for communication, organising and campaigning.
- Strong interpersonal skills – an ability to build relationships and communicate with a diverse range of people; in one-to-one, group, and public speaking situations.
- Ability to work collaboratively with partner organisations.
- Ability to work from home, particularly during times of Coronavirus danger. (equipment and support will be available, and working-from-home costs towards utilities bills will be paid when you have to work from home)
- Ability to work flexible hours including evenings and some weekends.
- Ability to travel (ideally by public transport) to various locations in your region, and occasionally to other parts of the country (all travel expenses are covered).

Additional skills, knowledge and experience:

- Experience of delivering training and facilitation with small and larger groups, or enthusiasm to undertake training and develop skills in this area.
- Experience of navigating the immigration and asylum system, in your own life or helping someone else.
- Experience of working/volunteering with people with complex needs: you will be working with people who may be struggling with the impacts of precarious immigration status, experience of detention, poverty, varying levels of English skills.

- Experience of *networked campaigning* and/or community organising
- A good knowledge of local organisations, groups and networks that are involved, or could become involved with the campaign in your area (Liverpool)

3. About Right to Remain

Right to Remain is a small registered charity. We help people to understand the UK immigration system and establish their right to remain with dignity, safety and humanity, and we work with others to raise awareness of and challenge injustice. Find out more about Right to Remain at www.righttoremain.org.uk

About These Walls Must Fall

These Walls Must Fall is a campaign supported by Right to Remain, building local campaigns to challenge the injustices of the immigration and asylum system. The campaign has been developing for three years, focusing in four key areas: Liverpool, Manchester, South Yorkshire and West Yorkshire. We work in these areas to build local campaigns, strategies and tactics. We freely share our learning information and resources, and encourage and support people to adopt, adapt and develop the campaign in other parts of the country.

Campaign principles and values

There are various ways to organise and campaign for change. These Walls Must Fall fits loosely into a *networked campaigning* model. It is not a membership organisation, and there is no constitution. Any individual, group or organisation is able to campaign under the These Walls Must Fall banner, and will be welcomed and supported by fellow-campaigners so long as activity is in agreement with the campaign principles and values. Read about our principles and values here: www.detention.org.uk/about

Campaign strategy

We believe that a diversity of tactics and voices are necessary to bring about the change we want to see. Our strategy is to build a network of locally-based community campaigns, with migrants front and centre, working together with allies of all communities. This is designed to complement other work such as political lobbying, advocacy, legal challenges, and protest.

When campaigning on detention, our focus is more on our communities, where people are taken from, or are living under constant threat, rather than solely on what happens in detention centres. We believe that the alternative to detention is for people to remain living in their communities. We are organising in those local communities to build power and create the environment for law and policy change on detention (with the ultimate aim of ending the use of immigration detention altogether). Read more about how we will achieve change here: www.detention.org.uk/about

4. HOW TO APPLY

To apply, please complete the application form and email it to work@righttoremain.org.uk by **midnight on Monday 3rd January 2022**.

Please note we will only accept completed application forms, not CVs. We cannot consider applications that arrive after the closing date.

We will send a standard acknowledgement of all application forms received, but will only individually contact short-listed candidates. If you do not receive an acknowledgement by email, please get in touch to check that we have received it.

The assessment processes

A recruitment panel will assess all applications on an equal basis, with a points system to evaluate how the application meets each aspect of the required skills, knowledge and experience outlined in the job description and person specification. Each applicant will have a different range of strengths, gained through lived experience, voluntary and/or professional work, education and learning, campaigning and so on. We are looking for the best balance of strengths and abilities to do the job well.

Remember to address the job description and person specification in your application, to demonstrate how your skills, knowledge and experience meet those requirements.

The panel will draw up a shortlist of the top scoring applications, and invite the shortlisted people to interview.

The interview

The interviews will take place by **video call using Zoom**. We will offer help to all interviewees to get set up for video-calling.

The interview date for shortlisted applicants will be **in week commencing 10 January**. We will confirm the date and time to shortlisted applicants as soon as possible.

The purpose of the interview is to meet you to ask a few questions related to the job description and person specification, to get a little more information than a written application allows. It is also an opportunity for you to meet the team and ask any questions you may have.

Disclosure of unspent convictions - DBS

Any offer of employment will be subject to the satisfactory completion of a criminal convictions disclosure form, detailing any unspent convictions (via the Disclosure and Barring Service). The disclosure of convictions will not automatically lead to the withdrawal of an offer of employment as the relevance and timing of convictions will be considered.