



# JOIN OUR TEAM!

**WE'RE HIRING:**  
**STRONGER TOGETHER**  
**COMMUNITY ORGANISER**



[www.theground.org.uk](http://www.theground.org.uk)

# ABOUT US

Creating Ground CIC is a not-for-profit organisation that works with women from migrant backgrounds to promote cross-cultural awareness, learning and sharing across different communities in South East London, mainly in Greenwich, through collaborative arts and educational projects.

## OUR VALUES

### Empathy

We endeavour to be empathetic in all our work, we do it with our hearts

### Strength in unity

We are in this together, we are stronger when we work together

### Trust

We create spaces of trust to give each other agency to change things for ourselves

### Uplifting

We raise each other up to keep growing together and as individuals

### Connection

We see the richness in sharing and learning cross-culturally



# STRONGER TOGETHER

Stronger Together was a project we started running in 2020, partnered with Citizens UK, to explore issues that affect migrants living in the UK, particularly around housing and the immigration system. The participants were a group of migrant women with lived experience of the UK Hostile Environment who were eager to take action in their communities so that others don't have to go through the same experiences.



Please read more about the project [here](#) and our current campaign [here](#).

## STRONGER TOGETHER LEADERS



These women, the Stronger Together Leaders, have been on leadership journeys with us and are now Community Organisers, who have been delivering bespoke training in Community Organising to a variety of organisations, and have co-produced various creative outputs to forward our campaign work, with the shared aim of making our communities more inclusive and fair.

Please see creative outputs [here](#).

We are now focused on developing the leadership capacity of the Leaders so they can take lead on our social action projects and create systemic change in the UK.

# JOB DESCRIPTION

<b>ROLE</b>	<b>Stronger Together Community Organiser</b>
<b>REPORTS TO</b>	<b>Director</b>
<b>HOURS</b>	<b>Part-time - 14 hours per week</b> <i>Mondays are mandatory including fixed online Monday meeting at 5:15-6:45pm.</i> <i>The rest of the hours are flexible and the role may require some unsociable hours e.g. evening meetings and occasional weekend events.</i>
<b>SALARY</b>	<b>£12,000</b> (£30,000/year pro-rata, London Living Wage) funded by City Bridge Foundation
<b>CONTRACT</b>	<b>1 year fixed-term</b> (with a view to extend depending on funding)
<b>HOLIDAYS</b>	<b>13 days</b> (including bank holidays)
<b>LOCATION</b>	<b>South East London</b> <i>Creating Ground has a physical office in Woolwich, where we conduct workshops and that is available for use. Our community work means that we are often at various locations meeting people and working with different organisations. When appropriate the successful candidate is welcome to work from home.</i>

We encourage applications from people who have experienced the UK immigration system and/or have a migrant background.

## MAIN RESPONSIBILITIES

### **Individual support for Leaders**

- Build and implement an organising strategy for the Leaders, including regular 1 to 1 meetings to monitor individual development
- Be mindful of Leaders' wellbeing and report any issues to Director

## **Support Leaders in social action projects**

- Organise regular meetings with Leaders to monitor progress of projects
- Support Leaders to divide tasks and take on new responsibilities
- Encourage Leaders to share their expertise with new members

## **Support Leaders in professional development**

- Signpost training opportunities
- Support Leaders to identify and train new migrant women to join new campaigns
- Ensure Leaders take full advantage of Citizens UK training opportunities, and other activities
- Organise tailored trainings
- Encourage Leaders to adopt 'green' practices to reduce negative environmental impact including setting one initial 'green' goal with each Leader

## **Support delivery of campaigns**

- Support the delivery of ongoing campaigns
- Identify opportunities for new campaigns
- Engage and expand our campaign reach

## **Lead on campaign communications & media**

- Responsible for all campaign communications and media
- Producing and posting content to boost campaign awareness, gain support, and reach more migrant communities
- Seek proactive and reactive social media opportunities to communicate and support our campaigns

## **Other tasks associated with this area of work**

- Manage a stakeholder network including keeping a contact database
- Keep track of engagement and contribute reports for our projects' evaluation
- Attend regular progress meetings with the Director and promptly communicate any issues as they arise to prevent escalation
- Work closely with the Director and other staff to help with the smooth running of the organisation as a whole



# PERSON SPECIFICATION

## ESSENTIAL

### **Experience:**

- Community Organiser experience including experience delivering or facilitating training and/or informative sessions
- Leadership experience in professional settings, or local community settings (e.g. organising clubs or societies)
- Project management experience – evidence of having delivered work on time and to standard
- Experience working with migrant communities and in cross-cultural environments

### **Key Skills and Knowledge:**

- Excellent interpersonal awareness – ability to listen well and appreciate different perspectives
- Excellent concern for impact – ability to adapt own behaviour in order to address the needs or concerns of someone else
- Excellent IT skills – experience using Google Drive, Excel, social media platforms (e.g. instagram, Facebook, Bluesky) and ability to train Leaders in using IT
- Good knowledge of the UK political system and the UK immigration system
- Good communication skills – able to speak with conviction and passion; and to make a logical argument

### **Personal Qualities and Values:**

- A positive enthusiasm for working cross-culturally and celebrating differences
- A calm and diplomatic attitude, and ability to resolve internal disputes
- A passion for supporting others to develop
- A good sense of humour
- A self-starter with ability to take initiative and work independently, self-motivated and adaptable

## DESIRABLE

### **Qualifications:**

- Bachelor's degree in any subject
- Subject of relevance to community work or community organising is desirable

### **Skills and Knowledge:**

- Knowledge of other languages other than English
- Advanced IT skills – experience using design tools (e.g. Canva) and website platforms (e.g. Wix)

# HOW TO APPLY

Please submit a maximum 2-page CV and either attach a maximum 2-page cover letter, or submit a maximum 5-minute video, demonstrating your suitability for the role including:

1. Why have you applied for this role? What motivates you about the role?
2. Why do you think it is important to develop the leadership and power of migrant women? Give us an example of how you would support the leadership development of the Stronger Together Leaders.
3. Which of our values resonates most with you and why?



Please send your application to Laura Marziale, Director, at [info@theground.org.uk](mailto:info@theground.org.uk) with the subject line "Stronger Together Community Organiser Application".

## DEADLINE

**9:00am 24th March 2025**

## NOTIFICATIONS

We will notify all applicants of the outcome of their application by **1st April 2025**

## INTERVIEWS

**8th and 9th April 2025**

*We will send interview questions in advance*

## MORE INFORMATION

Please note, applicants must have the right to work in the UK.

If you have any questions about the role, or need this information in a different format, please contact Laura Marziale at [info@theground.org.uk](mailto:info@theground.org.uk)