



DEVELOPMENT MANAGER (ORGANISING AND LOCAL MOBILISATION)

APPLICANT INFORMATION PACK



www.trusselltrust.org



Welcome from Emma Revie, Chief Executive

The work of our foodbank network is inspiring, but we face significant challenges ahead. Between 1st April 2019 and 31st March 2020, food banks in the Trussell Trust network distributed 1.9 million three-day emergency food supplies to people in crisis, a 18% increase on the previous year. More than 700,000 of these went to children.

I want to see the end of the need for emergency food services in every nation of the UK, to work with governments at every level to ensure that our benefits system provides a genuine safety net for people and work is paid a fair wage, allowing individuals and families to thrive rather than just stave off crisis.

Working for the Trussell Trust means making a difference in people's lives. To continue our vital work, we rely on a team of dedicated people. Come and join one of the fastest growing charities in the UK!

Emma Revie
Chief Executive



What we Do

Our aim is to end hunger and poverty in the UK. We support a nationwide network of 1,200 food bank centres across the UK.

Together, we provide emergency food and support to people locked in poverty, and campaign for change to end the need for food banks in the UK for good.

In the UK, more than 14 million* people are living in poverty - including 4.5 million children. As a nation, we expect no one should be left hungry or destitute, and we owe it to each other to make sure the right support is in place when we need it most.

It's simply not right that we live in a society where so many people are locked in poverty.

Together, we can end hunger and poverty in the UK.

[*14.2 million people in the UK population are in poverty. The Social Metrics Commission, 2018](#)

Our values

The Trussell Trust is committed to community built on diversity, tolerance, cooperation, and mutual respect. We want to contribute to society and demonstrate social responsibility.

Our values are **Compassion, Justice, Community and Dignity.**

These are reflective of the values we see embodied throughout the Trussell Trust network of food banks.

Whilst we recognise that charities, churches and organisations running food banks may hold additional or distinctive values, these are the values which we hold together as a network, and by which we hold one another accountable.



How we Work

Our head office is based in Salisbury in Wiltshire with another office in London.

We also have team members based across the UK supporting food banks at a local level.

Our support for the food banks in our network is delivered through six directorates, all of which report into our Chief Executive. These are:

- Operations
- Finance & Corporate Services
- Policy, External Affairs & Research
- Strategy & Impact
- Public Engagement

Whatever your skills or experience, there could be a role for you at the Trussell Trust.

Our Benefits

Our people are the most important thing the Trussell Trust has. Without our staff, we couldn't achieve our goals and create change.

Our staff are passionate about their work and the difference they make to the lives of others. The benefits package we offer supports our staff professionally and personally.

Benefits include matched pension contributions of up to 8%, group income protection, payroll giving, flexible working, season ticket loans, and enhanced contractual leave.

To find out more about the full range of benefits we offer, visit www.trusselltrust.org/employee-benefits.



The Role

Directorate: Operations

Responsible to: Head of Organising and Local Mobilisation

People responsibility: Potential for volunteer management

Travel required: Regular travel to food banks across the UK and some travel to Salisbury or London offices



Role outline and purpose

The Development Manager (Organising and Local Mobilisation) is responsible for the design, implementation, and evaluation of a programme of skill and knowledge development activities that equip food banks to organise and campaign for change. You will ensure food banks are able to develop effective local influencing strategies – covering local and Trussell Trust priorities – and that they have the skills to deliver them. To do this you will work closely with teams across the Trussell Trust and the food banks they support, as we build a movement to help end the need for food banks.

Role responsibilities

- Project manage the Trussell Trust's programme of organising and campaigns skill and knowledge development for food banks
- Lead on project managing the Trussell Trust's organising and campaigns skill and knowledge programme for food banks (including training and the ongoing identification of development priorities), so they have the skills to build local teams, identify influencing priorities, develop effective strategies, and deliver these – ensuring the participation of people that have lived experience of poverty throughout, whether informing, delivering or leading
- Co-design a programme of skill and knowledge development
- Lead on designing a development programme, alongside the Learning & Development Partner (from the central Learning & Development team) – utilising a hybrid approach of in person and online – and continuous personal development, working closely colleagues in the Organising and Local Mobilisation (OLM) department and the food banks we support
- Ensure the implementation of development initiatives
- Coordinate logistics of delivery; liaise with subject matter expertise across the Trussell Trust; working with the Learning & Development team to commission and manage external subcontractors; identify own professional development and deliver some content where necessary
- Evaluate and revise the programme of development initiatives
- Work with Learning & Development Partner and relevant teams across the Trussell Trust to evaluate and revise the programme, content, and approach, to ensure the activity continually improves and meets the needs of all involved
- Support food banks to organise and campaign
- Work with colleagues in OLM to provide ongoing support for food banks that have passed through the OLM skill and knowledge programme, as required.



Person Specification

Technical skills and minimum knowledge:

- Experience of designing and developing resources (including guidance and learning materials), activities and programmes for campaigners and social change makers, especially on organising and campaign strategy.
- Experience of delivering skill and knowledge development for campaigners and social change makers, especially organising and campaign strategy that impacts a diverse range of audiences.
- Sound understanding of working with learning & development teams, learning theories and the experience of applying these to ensure successful delivery.
- Demonstratable experience of developing and managing local organising and campaigning strategies.

Behaviours and competencies:

- Confident in communicating to a range of audiences from a diverse range of backgrounds including people with lived experiences of poverty and able to seek and balance a range of views and stakeholders, influencing where required.
- Sound project management skills, able to balance a range of priorities.
- Role models inclusive behaviour, values and leadership
- Demonstrate a commitment to the values of the Trussell Trust.
- Deliver work within a cross-Directorate matrix structure where operational and development benefits arise from resource sharing.
- Demonstrates empathy for people from under-represented, historically excluded and marginalised backgrounds.

Key Stakeholders

- Learning & Development Partner and the wider Learning & Development team
- Food banks, including project managers, volunteers and people they support, as well as local OLM funded roles.
- Area Managers, who support food banks in their day-to-day work.
- Organising team, who also sit in the OLM department.
- Learning and Development department
- Participation Director
- Diversity and Inclusion Director
- Policy and Research department
- Strategic Communications department
- Audience Insight and Engagement department
- Grants team, who will manage disbursement of bursaries for the OLM funded roles.



Our Values

The Trussell Trust is a charity that works to end the need for food banks. It is founded on and shaped by Christian principles.

Our values of dignity, justice, compassion and community, are central to all that we do and therefore supports our aim to be an organisation where the diversity of all employees is valued. We welcome people of all faiths and none and those that are committed to these values.

We recognise that we have under-represented groups within our workforce. As part of our commitment to diversity and equality of opportunity we are actively encouraging applications from under-represented groups such as returning parents or carers who are re-entering work after a career break, people who are LGBT+, from Black, Asian and Minority Ethnic (BAME) backgrounds, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions and those with a lived experience of poverty as well as any other under-represented group in our workforce. We are committed ensuring the safety and protection of our employees from all forms of harm.

How to apply

If you feel you have the required passion, energy and enthusiasm to help us bring an end to poverty and hunger, then you're on your way to becoming part of something that will make a real difference to people's lives.

To apply for the role please go to our website to access our online application platform, Applied. This platform enables us to review your application anonymously to make our hiring decisions as diverse and impartial as possible.

You do not have to complete your application in one sitting, but you can save it and go back to it at any time before the closing date.

If you have questions about this position, please call
01722 580 209 or email recruitment@trusselltrust.org.

www.trusselltrust.org/jobs

