



Senior Organiser

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 satellite offices in London and Coventry.

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: Organising Manager

Hours: Full Time 37.5 Hours per week

Travel required: Frequent travel to food banks and some travel to Salisbury/London offices and Foodbanks



Role outline and purpose

The Senior Organiser is responsible for providing ongoing support for food banks to organise and campaign for change. You will ensure that food banks develop effective local influencing strategies - covering local and Trussell Trust priorities - and that they have the capacity, skills, and resources to deliver them. You will work closely with grant funded Local Organisers as part of the Trussell Trust's organising project, frequently visiting food banks in your assigned area. You will provide an important link between the food banks you support and other departments at Trussell Trust, as we build a movement to help end the need for food banks. We are recruiting one Senior Organiser based in the North of England, and one in the South of England.

- **Role responsibilities**

- **Supporting food banks to organise and campaign**

- Provide ongoing support for food banks in your assigned area, including enabling them to identify influencing priorities, develop effective strategies, and build the teams locally to deliver these. You will ensure the participation of people that have lived experience of poverty throughout, whether informing, delivering, or leading.

- **Supporting local food bank organisers**

- Work closely with Local Organisers on the pilot phase of the organising project, holding regular 1:1s and annual reviews to ensure objectives and key results are met.

- **Engaging food banks in the Trussell Trust's campaigns**

- Work with other teams to engage the food banks you support in the Trussell Trust's influencing priorities and campaigns, including how they might take ownership of campaigns locally and help shape those priorities in the first place - especially when they have local campaigns that have promise to achieve impact through scale.

- **Supporting colleagues and sharing best practice**

- Work closely with other Senior Organisers, Area Managers, Pathfinder Leads and Local Organisers to support and provide effective communication, as well as share learning and best practice.

- **Engaging others in food banks' priorities**

- Engage other relevant stakeholders to support delivery of local food bank's influencing strategies, within the Trussell Trust and externally, reporting on progress locally.

Person Specification

Technical skills and minimum knowledge:

- Experience of delivering organising work and/or campaigning for change at a grassroots level.
- Excellent knowledge and understanding of the political landscape of your assigned area.
- Experience of influencing on a local and/or national level.
- Experience of working with a wide range of stakeholders, including volunteers.
- Knowledge and experience of a wide range of campaigning tactics.

Behaviours and competencies:

- Confident in communicating to a range of audiences and able to seek and balance a range of views and stakeholders, influencing where required.
- Good project management skills, able to balance a range of priorities.
- Demonstrate a commitment to the values of the Trussell Trust.
- Demonstrates empathy for people from disadvantaged, marginalised or socially - excluded backgrounds.

Key Stakeholders

- Food banks, including local organisers, project managers, volunteers, and people they support.
- The Area Team, who support food banks in their day-to-day work.
- The OLM Training Manager, who also sits in the OLM department.
- Grants team, who will manage the bursaries for OLM funded local roles.
- Participation team
- Policy, Research and Impact directorate.
- Strategic Communications department.
- Audience Insight and Engagement department.



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

