



Defending
The Right to
Freedom of
Assembly



Job information pack: **Organising & Partnerships Coordinator**

About this post

Over a year after legislation was first introduced and in spite of widespread opposition and public demonstrations against the measures within it, the Police, Crime, Sentencing and Courts (PCSC) Act has finally become law in England and Wales.

Netpol and the Article 11 Trust are working in partnership to challenge the implementation of the expanded powers in ways that prevent or criminalise protest. We are looking for a new member of our team who will help marginalised communities and movements exercise their right to freedom of assembly when the police harass, disrupt and criminalise protest. This will involve documenting the use of new police powers and providing practical advice to those affected. We envision this role as the fulcrum of grassroots opposition to the PCSC Act.

The post holder will also act as the primary coordinator for the Article 11 Trust, networking with frontline organisations working to defend rights to freedom of assembly, raising funds from grants to support this work, and coordinating the management and distribution of these funds.

Post details

Job title:	Organising & Partnerships Coordinator
Reports to:	Article 11 Trustees & Netpol Steering Group
Key relationships:	Netpol Campaigns Coordinator & Communications Coordinator, trustees of the Article 11 Trust and its Research Fellow.
Working hours:	28 hours a week (0.8 FTE)
Starting salary:	£28,933.56 per annum (£36,166.95 pro-rata) if based in London. Without London weighting this is £26,040.21 (£32,550.26 pro-rata).
Contract length:	Fixed for 23 months (with the possibility for extension if funding is available).
Location:	London preferred, but open to anyone able to work remotely and travel at least once a month to London.
Closing date:	Monday 27 June 2022 at noon
Interview date:	Thursday 21 July 2022 (subject to applicants' availability)
Start date:	As soon as reasonably possible.

Across this four day per week post, we envisage the post-holders time being roughly split around an average of 2 days per week on outreach and organising around the PCSC Act; 1.5 days per week ensuring protest rights groups are well resourced by raising and distributing grant funds; and 0.5 days on general administration and coordination of the Article 11 Trust.

About you

You have first-hand experience of campaigning and partnerships work, have organised at a grass-roots or community level, and/or will have a working or personal understanding of the main violations and abuses faced by activists and campaigners in community and/or public order policing. You understand the importance of solidarity, and of standing with and amplifying the voices of those oppressed or denied their rights by the state.

You have a strong understanding of organising and supporting grassroots action for social change. You are all about building up networks and empowering communities to achieve their own agendas and you have a track record of results. You understand that getting activists the resources they need to make change is crucial, and you have the ability to build strong and effective relationships whether that's with funders, grassroots partner groups or colleagues working across coalitions for change

You are self-motivated, with strong written skills and numeracy, and able to work independently, as well as collaborate with colleagues. You will need to be flexible, diligent, able to work under pressure and to manage a busy and sometimes competing workload.

We are open to people of every background - what matters is your commitment to our aims & ability - and we recognise that people who experience oppression on the basis of their identity are under-represented in roles like these and are therefore particularly encouraged to apply.

About Us

Members of long-standing protest rights groups have come together to form the Article 11 Trust – a charity working to defend rights to freedom of assembly and association under the ECHR. We help legal support groups to ensure people at protests know their rights. We facilitate ground-breaking research and education projects to push threats to protest rights into the spotlight. We help to empower the public to push for social justice through action.

The Article 11 Trust works in a collaborative and movement-led model with key partner groups that have been embedded in the protest rights movement for many years. Netpol was instrumental in co-founding the Article 11 Trust and is a key project partner for much of the Trust's ongoing work.

Netpol is a coalition dedicated to monitoring public order, protest and street policing, and to challenging policing which is excessive, discriminatory or threatens civil rights. The post holder will join Netpol's current team of two paid staff as members and equal participants of the Netpol steering group and be actively involved in driving the direction of the organisation. Netpol also currently hosts one Research Fellow on behalf of the Article 11 Trust.

To apply: Cover Letter, CV & Equal Opportunities Form

Download our full application pack and accessibility statement from our website here:

Please send the following to netpolrecruitment@protonmail.com

- **A cover letter** (3 page maximum) telling us about yourself, your relevant experience and outlining how you meet the person specification criteria (word or pdf file).
- **Your CV** (2 page maximum) (word or pdf file).
- **A completed Equal Opportunities Form** (voluntary)

When writing your cover letter, we'd like you to aim to address both the essential and desirable competencies listed in the person specification. The shortlisting panel will rely on this to shortlist and therefore determine who to invite to interview.

Please use tangible examples to exemplify relevant skills, experiences, knowledge, and achievements gained through past employment, pro bono work or any other activities. We recommend using the [Situation, Task, Action, Result](#) model to do this for each competency.

Successful applicants will be invited to an interview via Zoom. Ahead of the interview, you will be asked to complete a short task to assess your research and communication abilities.

We are open to people of every background – and we particularly welcome and encourage applications from those who have experienced oppressive policing either at a protest or as part of a marginalised group.

Responsibilities

Working as part of a staff team that includes Netpol's Campaigns Coordinator and Communications Coordinator and Article 11's Research Fellow, the role will include:

- Motivating and energising campaigners to create space for freedom to dissent and for the demand for policing institutions to adopt a human rights based approach to the policing of protests.
- Developing education and skills building for campaigners, through practical support, legal resources and information (including producing or commissioning materials such as briefings, video stories or leaflets) to challenge potential restrictions seen as unfair or disproportionate.
- Promoting the [Charter for Freedom of Assembly Rights](#) within the movements we work with as a key demand and an alternative to arbitrary policing.
- Organising workshops, conferences and other events (in-person and online) to promote the project's aims.
- Facilitate research and analysis of the impact of the PCSC Act by sharing testimonies and key examples from grassroots movements and frontline communities with Netpol and Article 11 researchers.
- Assisting the Communications Coordinator to promote the project and relevant stories through both Netpol and the Article 11 Trust websites, social media and through co-ordinated online communications with allies.
- Assisting the Campaigns Coordinator to work with the Netpol Lawyers Group to seek out opportunities to explore legal action and identify potential test cases.
- With support from trustees, developing the Article 11 Trust's capacity to offer financial support to frontline organisations that meet its charitable aims. This includes:
 - Networking with frontline organisations
 - Assessing which organisations could benefit from support and supporting them to draft and submit applications, ensuring all necessary compliance processes are followed.
 - Presenting applications for support to the trustees.
- Acting as coordinator for the Article 11 Trust, including:
 - Ensuring the charity's day-to-day administration is managed, including managing the main inbox, maintaining the filing system and with support from trustees filing the necessary administrative paperwork with the relevant charity regulators.
 - Updating content on the Article 11 Trust website and the charity's social media.
 - Managing the organisation's budgets.
- With oversight and direction from the trustees, leading day-to-day on implementing the grant fundraising strategy for the Article 11 Trust and its partners including:
 - Prospecting and assessing the capacity of funders to give
 - Writing applications and proposals potential funders.
 - Ensuring all narrative and financial reporting on grants is completed.

- Managing grant budgets and ensuring that these are well matched with the projects and activities of partner groups.
- Undertake other work as determined by the Article 11 Trust trustees and the Netpol Steering Group.

Person Specification

We expect the applicant to meet most of the essential criteria listed here. We acknowledge it's unlikely one person meets all the desirable criteria. Nobody meets everything! A university degree is not a requirement, and experience can be in a paid or unpaid context.

Essential experience or skills

- Significant proven experience of the challenges that social movements and communities face when exercising their right to protest. This can include your lived experience of the negative impact of policing.
- Motivation to work towards defending human rights, particularly the right to freedom of assembly, and to ending arbitrary and oppressive policing.
- The ability to build and maintain strong relationships with key audiences including grassroots partners and funders.
- Self-organised and accountable, with good organisational and time-management skills and the ability to plan and manage multiple projects and deadlines.
- Excellent communication skills, with the ability to motivate people through speaking and in writing.
- Excellent administrative skills
- Strong budget management skills
- An understanding of core principles for grant fundraising and the ability to write clearly for a funder audience.

Desirable experience or skills

- Able to think strategically about how you make change happen.
- Experience of identifying grant funders and writing successful funding applications and reports
- Experience of running a grant making process for grassroots groups or partners
- Experience of engaging with lawyers and/or parliamentarians.
- Experience of working collectively within a non-hierarchical setting.