

National Organising Director/Senior Organiser - Democracy in Colour



TYPE OF POSITION: 4 or 5 days per week, 12 month contract
(with a view to extension subject to funding)

SALARY: \$65,000-\$80,000 (+ 9.5% superannuation)

LOCATION: Anywhere in Australia

REPORTS TO: National Co-Director

This is an identified position for those who identify as First Nations, Black or a person of colour. People from a diverse range of genders, cultures, abilities and experiences are actively encouraged to apply. We strongly encourage applications from women, gender diverse, and queer people of colour.

ABOUT US

Democracy in Colour is a national racial and economic justice organisation led by First Nations people and people of colour. We run campaigns tackling structural racism, empower people of colour to shape the critical issues that affect our lives, and build the political power of our communities.

KEY RESPONSIBILITIES

As the National Organising Director/Senior Organiser, you'll be responsible for growing our movement. You'll develop our plan to build a scaled, national grassroots movement to win power for racial justice. You'll lead our recruitment, training and action group initiatives. You'll build the member support teams and structures necessary to enable thousands of people to take strategic action. And you'll help ensure the world we build after COVID-19 is fair for everyone by driving key campaigns focussed on migration with dignity, ending hate speech in the media, and criminal justice.

Community organising

- Develop an organising strategy that advances the organisation's campaigning, growth and fundraising priorities
- Build field campaigns that strategically impact decision-makers and issues, and build national and local power
- Lead recruitment and movement growth and ensure this represents the communities we're in
- Work with the Digital team to integrate organising in our digital work and construct online-to-offline pathways

State management

- Manage the Organising Team, which includes State Coordinators, Organising Support leaders, and working closely with the Recruitment, Retention and Culture

Team

- Support the formation of volunteer local groups
- Develop training materials and facilitate trainings
- Develop an impact-focussed, innovative, data-driven, low ego and fun culture where leadership is shared and everyone has significant freedom and real responsibility

Organisational leadership

- Oversee the growth of our membership in states in both depth and breadth
- Be a member of the senior leadership team shaping organisational vision and strategy
- Provide leadership in creating an organisational culture of anti-oppression
- Embody steward leadership - make decisions that always advance the priorities of our membership

THE DAY-TO-DAY

Democracy in Colour is a growing organisation that's scaling up fast with ambitious plans to work at a scale that's commensurate with the challenges we face. You'll join a small staff team that is committed to finding, testing and pushing the envelope for people-driven change. And you'll help lead and be supported by a thriving national community of racial justice campaigners.

In any given week you'll be coordinating state team meetings, facilitating one-to-one coaching sessions with each member of your team, planning and writing upcoming training programs, and you'll be looking for opportunities for membership growth as per our strategic plan.

Most of your meetings will be on Zoom or over the phone, you'll work with the team on shared online documents and you'll be comfortable keeping yourself on track and organised in between.

ABOUT YOU

- You're passionate about taking on the political and corporate systems that lead to racial inequality.
- You know that the most effective pathway to long lasting change is through organising.
- You think big and are excited to build a nationwide movement - and you've got lots of ideas for how we get there.
- You're someone who cares deeply about winning - you won't want to tinker around the edges, you'll want to expand on what's possible and you'll plan to win.
- You're comfortable working independently, working with your manager to set goals and managing your own time and self-direction in between check-ins.
- You know that our movements are most powerful when they're led by the people affected, so you'll ensure we're representative of the communities we work with.

- And you know how important it is for members to be at the front of our movement. The leaders you're coaching will be the architects of their own stories, and you'll coach them to shine.

SELECTION CRITERIA

Essential criteria

- Commitment to racial and economic justice and a desire to work towards a world where the dignity and humanity of everyone is recognised
- Understanding of the role of community organising and popular movements in winning transformational change
- Experience developing campaign strategy and organising tactics (examples of tactics include a rally, a doorknocking event, strategic street theatre, and much more!)
- Proven ability to analyse and respond rapidly to changes in the political and media landscape
- Ability to develop strong working relationships with campaign stakeholders (including: volunteers, partner organisations, journalists, our campaign targets and politicians).
- Strong team management and people leadership skills
- Strong verbal and written communication skills
- Highly organised with experience managing large projects
- Strong leadership skills and willingness to work in a start-up environment

Desirable criteria (not essential, but we'd love to hear about it if you've got it)

- Any training or experience in the following organising disciplines: Relational Organising or Momentum Theory
- Experience with small dollar fundraising
- Experience with managing project budgets
- Experience with digital campaigning

APPLYING FOR THIS ROLE

Please apply via our [Application Form](https://bit.ly/OrganisingDirector). (<https://bit.ly/OrganisingDirector>). Applications must be submitted by 11.59pm AEST September 13th with the following:

- a copy of your CV (no more than 2 pages)
- a cover letter addressing the selection criteria (1-2 page)
- Through the form you'll be asked to answer these questions:
Please keep responses to 1-2 paragraphs per answer
 - Why do you want to work at Democracy in Colour and what do you hope to achieve at the organisation?
 - Tell us about your two most relevant experiences that demonstrate why you'll be great in this job.
 - How would you approach your first 100 days in the job?

We know that sometimes the best people for the role may not fit the exact selection criteria. We value the lived experience of people of colour and First Nations people, and passion over professional experience. If you meet some but not all of the selection criteria, we encourage you to apply anyway.

The level of the appointment (Director or Senior) will be made based on the relevant experience and capacity of the applicant to efficiently conduct the activities of the role. For example, an Organising Director will have strong experience not only delivering, but also developing campaign strategy, and capacity to contribute to discussions about campaign and organisational direction.

The role will commence from a negotiable start date in October. In saying that, we believe timing shouldn't ruin a great match, so don't worry if an October start date doesn't work with your current commitments. We're prepared to wait to get the right people to help us change the world.

We are committed to removing barriers to people from a range of communities, so let us know if there's something we can do to make it possible for you to apply by confidentially contacting Tim Lo Surdo at tim@democracyincolour.org

If you have general questions about the role please contact Tim Lo Surdo
tim@democracyincolour.org

WHY YOU SHOULD APPLY

This is a defining opportunity for the right person.

It's a chance to grow a national organisation with the potential to have outsized impact for many years to come. And it's an opportunity to scale a movement with an already impressive track record of impact. In just over two years, we have:

- Built a core team of dozens of campaigners of colour
- Grown a 36,706+ strong membership fighting for racial and economic justice
- Established state teams in QLD, NSW, VIC, WA, NT and SA
- Run campaigns on anti-racism, marriage equality, religious discrimination, hate speech in the media, a national Covid-19 wage subsidy, healthcare for undocumented workers, and more
- Run three successful election campaigns in marginal electorates
- Organised first-of-their kind campaigning fellowships for young people of colour, young Muslims and young Palestinians
- Worked to diversify and build racial equity cultures at NGOs and businesses through anti-racism trainings which thousands have attended
- Organised major non-profits to invest hundreds of thousands of dollars in creating new jobs for people of colour through our placement program

We do our best to foster a collaborative, caring and equitable work environment that applies a strong racial justice, gender justice, and social equity lens to everything we do.

Working at Democracy in Colour means:

- Flexible work - you can work remotely, choose flexible work hours, and structure your day in a way that centres work-life balance
- Constant personal and professional development - we are always learning and we'll provide extensive access to training, mentors and more to invest in your growth
- Being part of an organisational culture that cares more about impact achieved than hours worked
- Joining a team that cares deeply about winning, having fun, and celebrating successes
- Working at an organisation entirely comprised of other people of colour
- Having autonomy and ownership over your work
- Building a legacy - you'll be the chief architect of an organising plan that wins power for people of colour