

Position Description: Organising Director

Responsible to: National Director

Key relationships: AYCC staff, volunteers, organising team, campaigns team

Location: Melbourne or Sydney preferred, Brisbane considered for the right candidate

Employment Basis: Full-time permanent position

Remuneration: \$62,000-\$71,000 dependent on experience, plus 11% superannuation

We're looking for a young person who is passionate about climate justice and building the power of young people to lead AYCC's community organising and movement-building work alongside a strong team.

We value passion, talent and lived experiences, over formal qualifications. Aboriginal and Torres Strait Islander young people, young people of colour, people with disability & LGBTIQ+ young people are strongly encouraged to apply.

The AYCC is a youth-led organisation with an exemption from the Anti-Discrimination Act - we seek applications only from people under the age of 30.

About the role

A deep belief in the power of young people and community organising is at the heart of AYCC's work. As our next Organising Director, you'll play a critical role in building, training and inspiring our continent-wide volunteer movement. In collaboration with your team, you'll design strategies for growing the size, strength and skills of AYCC's national volunteer network, while ensuring our spaces are equitable and accessible for young people from all walks of life. You'll work alongside our campaigners and volunteers to develop strategies for our campaigns to leave fossil fuels in the ground and build real climate solutions. There won't be a dull moment in this role; you'll be brainstorming ideas for our training programs, overseeing the logistics of inspirational volunteer summits, writing resources and guides, coaching and supporting your team, and so much more.

About the AYCC

The AYCC is a non-profit, non-partisan organisation building a movement of young people to fight for climate justice. We are one of Australia's largest youth-led organisations and have a track record of building leaders and winning strategic campaigns over the past 14 years. We create change through three main program areas:

- **Campaigns to solve the climate crisis** - we run campaigns to make sure Australia moves from fossil fuels to renewable energy as quickly as possible. Our campaigns include:

- Holding back fossil fuel expansion through campaigns to stop the funding and public support for climate-wrecking gas projects
- Advocating for investment in clean jobs and climate solutions, from the local to national level
- Working to shift the narrative on climate justice and build mass public support for action
- **Grassroots movement-building** - we are organising a national network of young people who create change by taking action on our national campaigns, building support in their communities, and applying the skills they learn to local climate justice fights.
- **Training & leadership programs** providing a diverse range of opportunities - online, locally and nationally - for young people to build the skills and connections to make an impact, including the Switched on Schools program

Your key responsibilities include:

- **Setting a strong vision and culture** for AYCC's organising team and volunteer network that reflects our values of justice, empowerment, accessibility, ambition and initiative.
- **Managing and motivating a team of staff organisers**, who together hold responsibility for our training programs, climate & racial justice organising (inc. growing our POC volunteer network), schools engagement, digital organising and support of local grassroots groups.
- **Developing and implementing strategies** to grow our movement, build volunteer leadership and have grassroots impact on our campaigns to stop gas & supercharge climate solutions.
- **Overseeing systems & processes** for making our movement safe and effective - such as child safety processes, budget management, risk management, event accessibility and volunteer communications.
- **Supporting our community organisers** in Western Sydney and North Queensland when needed with the resources to build local groups and empower young people in regions on the front lines of climate change impacts.
- **Working as part of our leadership team** on organisational strategy, annual planning, risk management and team culture. This includes assisting with whole-organisation priorities as needed, such as fundraising projects and campaign events.

Your core skills and attributes:

We're a youth organisation, so we don't expect you to be an expert at everything. We're committed to building the skills of the successful candidate and supporting you to grow. Even if you don't fit all the attributes below, but are keen to learn, you should apply!

- You're passionate about climate justice and empowering young people to take collective action

- You have experience in community organising work (paid or voluntary) and you understand a range of organising models & methodologies that can strengthen your own organising practice
- You're a fast learner and can work well both independently and collaboratively
- You've managed a high performing team (staff or volunteers), value supporting others to develop their skills, and are confident in coaching and/or mentoring others
- You're a strong facilitator and can move groups through discussion to decisions effectively
- You're a big-picture thinker, while being able to translate your ideas into concrete plans for action
- You can manage complex projects and competing priorities, often under time pressure and with multiple stakeholders
- You have a commitment to equity and justice, and have experience working as part of or in solidarity with traditionally marginalised communities
- You value giving and receiving feedback
- You have or are eligible to apply for a professional Working With Children Check - plus experience or a commitment to learning in regards to national child safety protocols

It would be a bonus if you also had experience in one or more of the following: budget management, risk management, large-scale event management, training program design & activist education, digital organising.

Travel and hours

From time to time, you may be required to travel to perform the duties of the position without any additional remuneration. Your travel expenses will be covered. You'll be able to take advantage of AYCC's flexible and remote working policies, though you may be required to work outside of ordinary hours during key moments or events.

Why work for us?

- We provide flexible working hours, & the opportunity to regularly work from home
- We're a team of like-minded, passionate, hard-working & fun young people
- You can access our Employee Assistance Program (EAP) and wellbeing allowance
- Dedicated budget for your own professional development opportunities towards your career goals
- We offer 4 weeks annual leave (pro-rata), plus an end of year shutdown period and 10 days (pro-rata) personal leave per annum.
- Access to various other types of leave including; Cultural & Religious leave, Primary & Secondary Carer Parental leave, Compassionate leave, Community service leave & Domestic / Family Violence leave.

How To Apply

Candidates should submit via email:

- A **resume** of no more than 2 pages
- A **cover letter** of no more than 2 pages addressing the **core skills and attributes**
- A **response to the following question** of no more than 1 page:

What do you think are the key skills and supports that young people need to take meaningful action in the climate justice movement?

Applications should be addressed to the AYCC National Director, Alex Fuller at application@aycc.org.au using the subject line “***Application - Organising Director***”.

APPLICATIONS CLOSE: 5pm Tuesday 28th September 2021