

Job Title: Co-Director (Migrant Justice)

People & Planet's theory of change: People & Planet builds and harnesses the power of an organised student movement to campaign for social and climate justice, recognising that these issues are intrinsically connected. We seek to build a fairer, more equitable world where power is in the hands of the many, and which puts people before profit.

We believe that these changes are most impactfully achieved when people from different backgrounds work together, engaging a diversity of tactics rooted in collective action. By leveraging our collective power, building strong coalitions, and being led by those on the frontlines of injustice, we know that systemic change is possible.

Job Purpose: You will be responsible for the strategic overview of the organisation's migrant justice work including management of the Divest Borders campaign. You will be responsible for line managing the Migrant Justice Campaign Co-ordinator to enable them to provide support to our student grassroots groups. As a Co-Director of People & Planet you will be involved in collaboratively steering the organisation's strategy, setting the organisational budget and a range of other areas relating to organisational management as well as peer managing a Co-Director.

We will provide training in finance management, governance and people management during your first year.

Accountable to: The People & Planet Management Team (which you will be a member of). You will be peer-managed by another member of the management team.

Start date: As soon as possible.

Contract: Full time 28 hours per week, permanent contract. (People & Planet is a 4 day week employer).

Location: This is a remote position. (Must be UK based and have indefinite leave to remain in the UK).

Salary: £44,010.

Background

About People & Planet: Established more than fifty years ago, People & Planet supports the largest student network in the UK. We work with students at universities across the UK in supporting them to campaign on social and climate justice. We often work alongside partners and coalitions to amplify the demands of those at the frontlines of injustice and border violence. People & Planet does not have a Director or CEO but is managed by a team of Co-Directors who take all major decisions collaboratively and peer manage each other.

About Divest Borders: [Divest Borders](#) is our current migration justice campaign. Our universities directly profit from the border industry and the cruelty it inflicts on migrating people through investments in the companies that enthusiastically make border injustices possible.

Companies such as BAE Systems, Accenture, Serco, Mitie, Palantir and many others have been more than willing to cash in on the growing business of running detention centres and prisons, of ripping families and friends apart through deportations, and of surveilling racialised communities under the UK's hostile environment policies.

We are looking for an experienced and passionate campaign manager to lead and shape our migrant justice work and support and grow our student network across UK universities.

Main responsibilities

1. Campaign Management & Strategy

- Responsibility for setting strategy for the Divest Borders campaign, in consultation with the student network and wider migrant justice movement.
- Project management of the Divest Borders campaign projects.
- Responsibility for strategic external relationships and partnerships and representing People & Planet in coalitions, external conferences etc.
- Producing and monitoring annual plans and budgets for the Divest Borders campaign.
- Developing and maintaining systems of monitoring and evaluation for campaigns including re-development of strategy to better meet objectives where appropriate.
- Responsibility for generating media coverage, reactively and pro-actively, and support students to gain media attention, across traditional and social media.
- Advocacy and lobbying (e.g. meetings with campaign targets and supporting students to participate in lobbying).
- Ensure participation of a diverse range of students in the development, implementation and evaluation of campaigns.

2. Movement Building

- Plan and deliver campaign events and actions, and ensure students are supported to organise their own actions and events.
- Plan, write and produce accessible and well-designed campaign materials including action guides, newsletters, action cards, email updates, films and web stories which communicate the campaign in an accessible and engaging way.
- Design and deliver training for both staff and students on campaigns and campaigning skills
- Speak at People & Planet events and externally (e.g. on panel debates or at conferences.)
- Ensure that campaigns are adequately promoted and featured in People & Planet national events.

3. Fundraising, Donor Management & Income Generation

- Develop and maintain good relationships with donors: enthusing them about our work and maximising the opportunities for future funding (includes writing reports, attending meetings and maintaining regular, informal contact).
- Collaborate with colleagues as a member of our Funding Strategy Group to secure financial support for People & Planet.
- Contribute to the organisational budget setting and monitoring income and expenditure monthly/quarterly.
- Identify opportunities and securing funding for People & Planet's Campaigns and Movement Building work, in particular through developing and writing funding grant applications.

4. Line Management and Peer-to-Peer Management

- Participate fully in the peer-management structure of People & Planet, including managing another member of the management team.
- Line manage the Migrant Justice Campaigns and Movement Building Co-ordinator (paid internship role).

5. Organisational Management

- Contribute to and participate fully in the running of the organisation including through the management team, staff meetings, working groups and consultations.
- Sit on the Management Team and engage in the strategic, financial and organisational decision making.
- Contribute to other work of the organisation when required.

Person Specification

Note: while we seek for applicants to meet all essential criteria, we are keen to hear about transferable skills and experiences that demonstrate your ability to fulfil the requirements

Essential criteria

Skills and knowledge

- Knowledge of the **UK immigration sector**, and **current immigration policies and issues facing migrants** in the UK.
- Excellent **oral communication and interpersonal skills** with ability to persuade, build rapport with diverse audiences and negotiate effectively.
- Excellent **project management** and personal **organisational skills** with excellent time management and ability to prioritise effectively and coordinate others.
- Ability to engage confidently and comfortably with a wide range of people, with proven ability to **build productive partnerships and teams** both internally and externally.
- Ability to **develop and deliver training** to empower and inspire young people to take action for economic, environmental and social justice.
- Ability and experience of **successful grant fundraising** and maintaining excellent relationships with funders.
- Ability to undertake **policy analysis** and **research**.

Experience

- At least two years experience of **developing and implementing campaigns for migrant justice** (professionally or voluntary).
- Experience of **planning and delivering events**.
- Experience of working alongside **diverse communities and marginalised groups**, including **racialised communities, Indigenous peoples, disabled people and LGBTQIA+ communities** with an understanding of the barriers they face and a commitment to inclusive, anti-oppressive practice.
- Experience of **generating media coverage** for campaigns.
- Experience of providing supportive **line management to volunteers or staff**.
- Experience of **producing effective written and visual communications** in a campaigning context across a range of communication channels.
- **Experience of working with others** who may hold different views to you and have different priorities, including an **ability to support and empower** activists, rather than direct and instruct.

Personal attributes

- A commitment to the **collective running of People & Planet** and collaborative campaigning, sharing responsibility for organisational strategy and day-to-day administration.
- A deep understanding of the **nature of oppression** and how it manifests in different contexts, and a commitment to **understanding power and privilege** and challenging inequality.
- The ability to identify and make the most of **opportunities and overcome challenges**.
- High level of **ambition and enthusiasm** for People & Planet's campaigns
- Demonstrable **belief in the importance of social and climate justice** and the ability of social movements to secure change.
- Ability and willingness to **travel and work out of hours**, including some evenings and weekends as agreed, for which time off in lieu will be given.

Desirable Criteria

- Experience of **organisational management**.
- A good understanding of the **Higher Education** sector.
- **Lived experience** of the UK immigration system.