

People & Planet Job Description



student action on world poverty and the environment

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Job Title: Co-Director Workers' Rights Campaign

People & Planet is the largest student network in the UK campaigning for social and environmental justice. Our mission is to build an empowered generation of change-makers who are equipped with life-long skills, motivation and networks to be a force for change in achieving a more equitable and sustainable world.

Job Purpose: You will develop, manage and deliver People & Planet's Sweatshop Free campaign programme, by working with partners such as Electronics Watch.

You will also coordinate and implement our movement building work by supporting student campaigning groups, student democracy and developing and delivering national events.

After a 3 month probation period, you will join the management team. 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 another Co-Director and a paid intern.

As a rough guide, we envision this role to spend 3 days a week on the Sweatshop Free Campaign, one day a week on movement building, and one day a week on organisational management – although there will be peak times for each area at different times of 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, 35 hours per week, permanent contract.
- Location:** East Oxford based office.
- Salary:** £30,427 per annum.

Background

About People & Planet

Established nearly fifty years ago, People & Planet supports the largest student campaigning network in Britain. We work with students at universities and colleges across the UK in supporting them to campaign on social and climate justice.

We're a small, friendly team who work creatively and flexibly together to achieve our goals of empowering students to campaign for social and environmental justice. Many of us work part-time from our East Oxford office. Unlike most organisations that have a Director or CEO, People & Planet is organised as a flat management structure and all our major decisions are taken collaboratively within a management team, with oversight from our trustee board which is made up of a majority of elected students.

About Sweatshop Free

Sweatshop Free is part of a movement of people across the world, who are coming together to win workers' rights in solidarity with sweatshop labourers in the electronics sector. Our campaign brings together students and workers in a coalition capable of challenging the root causes of unacceptable working conditions, and leveraging the purchasing power of large institutions to bring about change through the organisation Electronics Watch.

The ICT industry is known for paying global supply chain workers' wages that are often far too low to live on, forcing excessive hours and overtime. Shorter lead times result in shortcuts being taken in relation to health and safety, for example, and punitive fines being imposed on workers for any mistakes (and no effective dispute mechanisms). Precarious supply chain relationships and the increased use of contract labour has a particular impact on vulnerable worker groups (migrant workers and student interns) who are put to work as regular workers but with less rights and less pay. Unions are often not permitted, and attempts at organising can be dangerous, making it impossible for workers to improve their conditions, and leading to a race to the bottom. Electronics supply chain workers are also at risk of modern slavery.

Electronics Watch combines our collective purchasing power (of our universities, local authorities, hospitals, transport organisations) and, through doing so, can require major brands and electronics resellers to improve conditions in their ICT sweatshops. Since Electronics Watch began monitoring in 2016, over 100,000 workers have benefited from improved working conditions, from China to Thailand and from the Philippines to Czechia (the Czech Republic). Electronics Watch directly supports worker led monitoring and accountability through informal workers groups, civil society organisations and independent trade unions where workers in sweatshops are based, from Mexico to South Korea and from the Philippines to China.

The primary goal of the Sweatshop Free campaign is to get our universities and colleges to take their responsibility as major purchasers of electronics seriously and assure that workers' human rights – from the mining level to the final assembly line – are protected and promoted. We also support universities and colleges affiliating to Electronics Watch.

Main responsibilities

1. Campaigns and Movement Building

1. Responsibility for delivering, implementing and monitoring the Sweatshop Free programme, including setting annual plans, strategies and budgets in line with funder requirements.
2. Developing and maintaining strategic external relationships and partnerships and representing People & Planet in coalitions, external conferences etc., as well as building relationships with workers' organisations in the Global South.
3. Generate media coverage, reactively and pro-actively, and support students to gain media attention, across traditional and social media.
4. Advocacy and lobbying (e.g. face to face meetings with campaign targets and supporting students to participate in lobbying).
5. Ensuring participation of a diverse range of students in the development, implementation and evaluation of campaign events and actions.
6. 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.
7. Be part of developing, managing and delivering People & Planet's events including our annual 5 day training event, Power Shift.
8. Design and deliver training for both staff and students on campaigns and campaigning skills.
9. Speak at People & Planet and external events (e.g. on panel debates or at conferences).
10. Ensure that campaigns are adequately promoted and featured in People & Planet national events such as Regional Events and the Power Shift summer event.

2. Organisational Management

1. Contribute to the coordination of workers' rights campaigning work with 10 European partners, and project manage EU funder reporting.
2. Carefully managing a programme budget of over £50,000 and an organisational budget of over £350,000.00 and reporting on the programme budget on a quarterly basis.
3. Contribute to and participate fully in the running of the organisation including through the management team, staff meetings, working groups and consultations.
4. Participate fully in the peer-management structure of People & Planet, including managing another member of the management team.
5. Line manage a Campaigns and Movement Building Co-ordinator (paid internship role).
6. 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

- At least two years' experience of developing and implementing strategic campaigns for workers' rights (professionally or voluntary).
- Experience of organisational management and a commitment to the collective running of People & Planet.
- Excellent oral communication and interpersonal skills with ability to persuade, build rapport with diverse internal and external 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 develop and deliver events and trainings to empower and inspire young people to take action for economic, environmental and social justice.
- Ability to undertake policy analysis and research.
- Experience of campaign communications, including generating media coverage for campaigns.
- Experience of supportive line management.
- A deep understanding of, and a commitment to, collective liberation and challenging inequality.
- 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 managing a project funded by a multi-national organisation such as the UN or EU.
- A good understanding of the Higher Education sector.
- Ability and experience of successful grant fundraising and maintaining excellent relationships with funders.