

Senior Manager – Organising & Local Mobilisation – 13 Month FTC

Applicant information pack



We are

1,400

different food bank locations

40,000

volunteers in our network

12,000

churches supporting us

100,000+

community groups and schools and millions of
people across the UK ready to take action

**And together,
we are Trussell.**

Introducing Trussell

Our vision is for a UK without the need for food banks or put another way, we exist so everyone can be free from hunger.

We're an anti-poverty charity and community of food banks. We work together to ensure no one in the UK needs a food bank to survive, while providing food and practical support to people left without enough money to live on.



Our mission

We exist so that everyone in the UK can be free from hunger.

We work together to ensure no one needs a food bank to survive.

Until that happens, we will continue to stand alongside people facing hardship, providing emergency food and practical support to people left without enough money to live on.

Our values

Our values underpin everything we do. Hunger and poverty are not inevitable, and we all have a responsibility to take action.



Compassion

This motivates us to stand alongside people facing hardship and provide support and care for individuals.



Community

As people, we are all interconnected, and because of this we have a responsibility to support one another.



Justice

This drives us to insist that it is not right that somebody should experience hunger or poverty, and take action to change this.



Dignity

We recognise the value of every individual, prioritising other people's needs and concerns in the spirit of friendship.

Ending hunger together

Last year, our community of food banks distributed 3.1 million emergency food parcels – the most ever in a single year.

People need food banks when they don't have enough money to afford the basics forcing impossible decisions like whether to heat their home or put food on the table, or whether to go without toiletries like shampoo, toilet roll or tampons.

Hunger in the UK isn't about food – it's about income.

We need urgent action on hunger in the UK. People are being pushed to the brink because they don't have enough money to live on. This can't go on. We refuse to stand by while so many of us can't afford to eat, keep warm and pay the bills.

How will we end the need for food banks?

Food banks are a vital lifeline for so many people facing hardship, but in a just and compassionate society, no one should need one.

Not so long ago, food banks were not needed to the extent they are today. Our social security system was created 80 years ago to protect people from hunger and hardship, and for decades after, people were a lot less likely to need a charity's help for the essentials. So we know things can be better.

We know what's pushing people to food banks and we know the building blocks needed to end hunger for good.



The role

Programme: Supportive Communities

Responsible to: Head of Community Building

Responsible for: 5 x Organising & Local Mobilisation Managers

Hours: Full-time (35 hours per week)

Salary: £58,022.03 per annum plus benefits

Based: Based from home, London or Salisbury – travel around the UK and across the assigned area as necessary, including attendance at staff conferences, 121s and team away days

Role outline and purpose

To ensure food banks can engage in community organising, campaigning and influencing, so contributing to programme and organisational outcomes and the fulfilment of our long-term vision of a UK without the need for food banks.

Responsible for developing, managing and evaluating projects; directing the work of a team of experts to support food banks; and liaising with teams across Trussell and external partners to ensure that food banks receive high quality support and advice.

Key Responsibilities

- **Manage community organising UK-wide**

Manages the design and delivery of Trussell's community organising (e.g. Community Power Project), ensuring food banks organise effectively and so contribute to project, programme and organisational outcomes. This includes planning, managing and delivering high-quality project activity, evaluation, data collection and impact reporting, and providing and directing expert and relational support so food banks can undertake meaningful community organising, equipping them to take action within their communities to reduce hunger and hardship.

- **Lead targeted food bank mobilisation for Trussell campaigns**

Leads the design and delivery of targeted mobilisation work for Trussell campaigns. This includes collaborating across programmes to feed into campaign strategy development and ensuring alignment with organisational priorities, so that food banks are able to play an active and effective role.

- **Manage relationships across Trussell**

Manages, builds and maintains strong cross-organisational relationships to support Organising and Local Mobilisation activity. This includes ensuring organising,

campaigning and influencing work is delivered collaboratively and effectively and with impact across the organisation and the community of food banks to achieve project, programme and organisational outcomes.

- **Manage external relationships**

Manages and develop key relationships with partner organisations, stakeholders and sector specialists to ensure Trussell maintains the expertise required to support food banks with community organising and campaigning. This includes identifying possible partnerships, stakeholder management, securing specialist insight and representing Trussell to external partners to support food banks to campaign for change to prevent hunger and hardship.

- **Lead monitoring, evaluation and impact reporting**

Lead the monitoring, evaluation and impact reporting of community organising, influencing and mobilisation activities to improve delivery and impact. This includes ensuring data, insight and evidence from activity are collected, analysed, inform learning, improve practice and strengthen decision-making in order to provide a strong contribution to project, programme and organisational outcomes.

- **Lead and support OLM managers**

Lead and support OLM managers to build an effective and positive culture where activity is aligned with our programme outcomes. This includes providing coaching, support and supervision to line reports, and oversight of their activities so this contributes to the programme's outcomes.

Person specification

Core knowledge

- Excellent knowledge of organising, and mobilising or campaigning.

Essential skills

- Project management skills including ability to create, manage and lead multiple projects concurrently, identifying conflicting demands and establishing clear priorities in order to meet objectives and deliver outcomes for projects and programme.
- Excellent verbal and written communication skills, and the ability to influence and motivate others.
- Able to build effective relationships with people from diverse backgrounds and with differing life experiences, including in contexts where Christian faith plays a major part, and in which people of all faiths and none collaborate to make a difference together
- Ability to work in a fast-paced and high-performing organisation, combining problem-solving with collaborative interpersonal skills.

- Demonstrates empathy for people from disadvantaged, marginalised or socially-excluded backgrounds.

Key experience

- Experience of developing and managing successful organising or campaigning strategies
- Significant experience of communicating to a range of audiences and able to seek and balance a range of views and stakeholders, influencing where required.
- Experience of monitoring and evaluating campaigning, influencing and organising activity.
- Leadership and management of a dispersed team
- Experience of delivering campaigning work as part of a coalition or in partnership with other organisations and/or experience of supporting others to do the same
- Experience of managing large and complex projects

Key stakeholders

Stakeholder/Group	Interaction	Frequency (Regularly/Ad-Hoc/Project specific)
Internal		
OLM Managers	Provides strategic leadership, oversees workloads, well-being and team performance to deliver project outcomes, ensuring success of the project(s).	Regularly
The wider Community Building department, and Supportive Communities programme.	Collaborates to deliver shared objectives, outcomes, align approaches and achieve effective cross-functional working.	Regularly
Network Area Teams, who support food banks in their day-to-day work	Shares information and seeks views. Offers expertise, guidance or insights.	Regularly

Grants team	Coordinates grant applications, compiling necessary information required and updating on project grant spend.	Specific to the Community Power project
Policy and Public Affairs within Supportive Communities	Supports with engaging food banks to explain and present Trussell policy positions and best practice. Collaborates to deliver projects.	Regularly
Making Social Security Work, Prioritising Hunger and Hardship and Together with Trussell programme team	Collaborates to deliver shared objectives, outcomes, align approaches and achieve effective cross-functional working.	Regularly
External		
Food banks, including Community Organisers, line managers, project managers, trustees, volunteers, and people they support.	Offers expertise, guidance or insights and anticipates needs to prevent issues arising. Trouble-shoots if problems arise. Helps stakeholders understand implications of choices, and enables participation in activity.	Regularly
Other organisations working in organising, such as trade unions, community organisers, Citizens UK, and Act Build Change.	Two-way exchange of ideas and problem-solving.	Specific to Community Power project
Elected representatives	Engagement to build trusted relationships and understand community perspectives; collaborate to widen access, inclusion and local partnership working.	Ad hoc
Community & Faith Leaders	Engagement to build trusted relationships and understand community perspectives; collaborate to widen	Ad hoc

	access, inclusion and local partnership working.	
Other organisations working in the anti-poverty sector such as Joseph Rowntree Foundation	Engagement to build trusted relationships and understand and create shared opportunities for campaigning at scale. Close collaboration on Guarantee our Essentials campaign.	Regularly
Potential funders of work to challenge systemic issues such as Esmée Fairbairn, Civic Power Fund, Paul Hamlyn Foundation, National Lottery Solidarity Fund	Understand wants and needs of funders and identifies opportunities for collaboration and funding of work at scale.	Ad hoc

Committed to being a
menopause friendly
employer



If you have questions about this position, please call
01722 580 180 or email recruitment@trussell.org.uk.

trussell.org.uk/jobs

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