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Regional Housing Alliance Organiser

Job title: Regional Housing Alliance Organiser
Reporting to: Line management - GMTU Supervision Team. Supervision - Homes for Us Organiser
Salary: £32,760.00 pro rata (£16.80 per hour) from January 1st 2027.
Hours: 30 hours per week (part time)
Location: Manchester, with frequent travel around the north of England.
Contract: Two year contract until December 31st 2028, with possibility of extension.
Start date: January 1st 2027, with possibility of a few paid onboarding days before Christmas.

This role will be based in the Greater Manchester Tenants Union, as Regional Organiser for the Homes for Us alliance. The primary purpose of the role is to build power regionally between housing groups based across the north of England, including groups that are already part of the HFU alliance and groups that could potentially join it.

About Homes for Us: The Homes for Us Alliance is made up of grassroots groups, tenants unions and charities, and is supported by the New Economics Foundation. We have 25+ member groups, who together and through their own campaigning are fighting to end the housing crisis.

About GMTU: The Greater Manchester Tenants Union is a founding member of the Alliance, and is a democratic and member-led organisation of tenants and residents from across Greater Manchester. We want homes for people, not for private profit; to redress the power imbalance between landlords and tenants; to resist gentrification and estate demolition; and to ensure that everyone has decent and affordable housing.

About this role: The role of this Regional Organiser is primarily to support the growth and power of the northern network of the Homes for Us Alliance, working with existing member groups like the Sheffield Tenants Union and Food and Solidarity in Newcastle. The role holder will also proactively reach out to and build relationships with grassroots housing groups which are not yet engaged in the Alliance but could become part of it.

The purpose of this work will be to create greater opportunities for collaboration between these organisations, particularly on strategic campaigning work. The role will take an organising approach to building power and to developing the northern network; a primary focus of the role will be to engage and develop members of the alliance to lead on developing the northern network and its regional campaigning.

It is anticipated that at least 50% will be focussed on this network development work, and travel across the north of England will be frequent (with travel expenses covered).

In addition, the Regional Organiser will hold some responsibilities within GMTU. This will include attending our regular Campaigns and Organising Group alongside our members and taking responsibility for one branch of the union.

<u>Overview:</u> Main Purpose and Scope of the Role (roughly 50% of time)

- Developing the Homes for Us Alliance in the North of England. This will include the following activities:
    - Develop relationships with leaders of groups that are campaigning for housing justice in the north of England, and understanding their work and organisational priorities. This would primarily be with groups that are already active members of the alliance, as well as those not currently engaged but which might become involved in regional or national campaigning
    - Supporting leaders from groups to develop and strengthen relationships with one another, through organising events, actions and trainings, and building social and relational elements into these
    - Mapping the ecosystem of the northern housing justice movement and identifying potential new members of the alliance across the North
    - Engaging groups that work in an intersectional way, or which work with specific groups who are most acutely affected by the housing crisis, including racialised communities and disabled people
- Work collaboratively and collectively to build regional campaigns and regional power:
    - Identifying opportunities for joint action including campaigns, lobbying, direct action opportunities.
    - Engaging leaders from member groups of the alliance to lead on building regional campaigns, and supporting them to develop as regional and national leaders
    - Supporting and facilitating regular meetings and events between northern organisations, in-person and online, to share learnings and develop joint strategies for action, including strategy sessions where targets and tactics are decided collectively.
    - Building trusting relationships with leaders from member groups, through one-to-ones, and attending their events and actions.

- Having a good strategic understanding of the housing movement regionally and nationally, and looking for opportunities to cross-pollinate good practice between members of the alliance.

- Identifying training needs of member groups of the alliance, and organising trainings to meet these needs, especially through peer to peer training between groups where possible

- Supporting the wider Homes for Us team, including the Homes for Us Organiser and Organising Committee with actions across the country, and ensuring that the Northern organisations are at the heart of this national strategy.

Organising work within GMTU (roughly 25% of time)

- Working internally at GMTU alongside our members and other staff team to build the Union and its capacity, including:
    - Regular attendance of and participation in the Campaigns and Organising Group, a central inter-branch organising group where all GMTU campaigns are discussed and planned
    - Responsibility for one branch of GMTU.
    - Support on ad-hoc duties alongside the staff team as a whole.
- Co-organising and taking part in regular staff meetings, peer-to-peer support and co-management w/ other union staff.
- Attend weekly Monday staff meetings in person at the GMTU office unless facing extenuating circumstances.
- Participating actively in staff supervision and other meetings and discussions to ensure your work is accountable to the membership, the wider Alliance, and the people you are organising with.
- Maintaining good record keeping, keeping on top of correspondences and emails, and fulfilling administrative duties pertaining to your role.
- Participating in evaluation and strategising workshops and GMTU Committee meetings, and HFU Organising Committee meetings.
- Working with the member solidarity team to help develop the capacity of the branch member solidarity team.
- Taking an interest in the financial strategy of the Union, including the need for financial sustainability and growing the organisation's funding base, particularly in terms of member recruitment, supporting the development of "fundraising from below".

Personal responsibilities, personal development, and administrative work (roughly 25% of time)

- Take part in personal professional development opportunities and training as identified in the supervision process; this would include participating in the NEF run organising training designed and run for all NEF organisers and embedded organisers who work within partner organisations on the organising projects that NEF supports
- Ensure monthly staff reports and weekly timesheets are completed in a timely manner.
- Adopt a flexible approach and be willing to assist on occasion with tasks beyond the scope of your job description.
- Establish constructive working relationships with all other members of GMTU staff, committee members and union members and funders.
- Uphold high standards of personal and professional conduct.
- Promote and uphold the democratic ethos of GMTU as a member-led organisation.
- Attend a weekly supervision support call with the Homes for Us Organiser

Person specification

Aspects in bold are essential. Aspects not in bold are desirable but not essential

Motivation

- **Committed to taking action for social and economic justice, and holding a belief that the tenants and housing movement is a strong vehicle towards these goals.**
- **Driven by building relationships with people and supporting the growth and development of others.**
- **Willingness to travel around the north of England working with groups in different places and different contexts, and to develop an understanding of those contexts.**

Knowledge and experience

- **At least 2 years' substantial, hands-on community or workplace organising experience, including building collective power, developing leaders to lead campaigns with their peers, and organising people to take collective action and win change**
- **Proven experience of developing and delivering successful campaigns that build community power and achieve change, including leading collective strategy sessions that map leaders and powerholders**
- **An understanding of the difference between mobilising and structured, long term organising, and why an organisation like GMTU would favour an approach built on the latter.**
- An understanding of the systemic drivers of the housing crisis, and the effect that this is having on working class communities.
- Experience working in national coalitions or alliances
- **Experienced working with a range of people from different backgrounds**
- Experience of organising within housing groups and/or the UK housing movement
- Knowledge of the housing movement in the north of England and the groups and leaders there
- Experience with anti-racist political activity

Skills and attributes

- Ability to think strategically and develop solutions to problems, especially in the context of developing an effective regional coalition
- **Strong organising and campaign skills, including listening, power analysis, leadership development, coaching, action and negotiation**
- **Able to build trusting relationships with a range of people from different backgrounds**
- A good understanding of power and privilege, and sensitivity to how these can play out within coalitional working
- An understanding of democracy and member-led organisations, and a willingness to uphold these principles.
- Can bring joy/lightness/humour into the work!
- **Highly organised**
- **Able to be self-directed**
- Patient and empathic
- Holding a valid driving license and access to a vehicle.
- Experience of IT systems including email, social media, and use of spreadsheets and databases.

How to apply

If you are interested in applying, please read the job description and person specification, and send a CV and covering letter outlining why you want the role and your suitability for it to recruitment@tenantsunion.org.uk by Monday 30th November, 11am.