



Co-Director of Movement Building (to join existing Job Share)

Location: Hybrid working. Our flexible working policy requires everyone to be in our east London office for 25% of the time as a minimum because building in-person relationships is important to us (that could be one week a month, or a day or two a week), but you're welcome to be there more as many staff are.

Salary: £52,566 pro rata (in effect between £32,853.75 and £45,995.25 depending on how many days per week)

Hours: 2.5 to 3.5 days a week - flexible on days. For NEON full time is 28 hours so this is between 0.63 and 0.88 FTE. The successful applicant would be working the job share with Jessica Kennedy, who is already in post and will be working 2.5 to 3 days per week.

Benefits: a 28-hour week, 7.5% employer matched pension, genuinely flexible working, 20 days holiday per year (25 days pro rated for a 4 day week), plus bank holidays and Christmas break, a progressive Parenting Policy, Sabbatical Policy, and a generous staff development budget

Reporting to: Executive Director. We have a co-Director model, so your line manager would be the Executive Director: Strategy and Fundraising but you'd work closely with both Executive Directors

Co-managing: Head of Movement Organising, Head of Movement Coaching & Head of Movement Facilitation

Application deadline: 11.59pm, 16th April 2023

Interview dates: 1st interviews 25th & 26th April 2023, 2nd interviews 3rd May 2023. Interviews will be online via Zoom.

This role requires that you have the right to work in the UK

About us:

Neon is a not-for-profit organization committed to accelerating social movements. We work across a wide range of progressive issues including climate, housing, healthcare, and migration and we support over 1,000 organisers across the UK working towards political, environmental, and social justice. Our theory of change is rooted in understanding both the strategies, stories, and structures required to sustain a movement. Short term, this results in improved movement infrastructure, skills, and connections; long term, it leads to robust relationships and movement alliances capable of systemic change.



We also aim to demonstrate that a better world is possible through experimenting internally with our culture and policies. We want to build a workplace centred on joy, care and justice and are ambitious about what an alternative could look like. We currently have 17 staff.

To build a culture and community that lasts, we organise around three values:

- **Solidarity** - we're here to change the system and that requires working together across issues and sectors that aren't normally in the same room. This means placing anti-oppression at the heart of our work and building the power of people most often affected by injustice to change the leadership of our movements
- **Generosity** is about sharing our time, resources and learning with one another as we support each other's work. It means being open and honest with one another, especially when we hit problems, and thinking creatively about how we positively build from there
- **Respect** is the bottom line for all relationships in NEON. It means being respectful of different backgrounds and life experiences and giving space for all voices to be heard. This often means listening more than we talk and being open to changing ourselves as a result of what we hear.

You can also check out [our website](#) for more info on NEON.

Purpose of the role

The Director of Movement Building leads our Movement Building Hub, comprised of NEON's training, coaching, organising and facilitation programmes. This role is responsible for the overall strategy and direction of NEON's Movement Building work; managing a small but busy team to deliver support, skills and analysis for social movements across the UK.

Our current Director of Movement Building, Jessica Kennedy, has held the role since March 2022 at 21 hours per week. This is a demanding job with exciting new work to set up and manage this year, and so we are looking for someone who can share the role and its responsibilities with this current Director.

This is a senior leadership role and the successful candidate will be a key member of the leadership team alongside their co-Director, the Directors of the Communications and Operations Hubs, and two co-Executive Directors. You will



help shape the new strategy for NEON and the Movement Building Hub, and help develop and lead new projects to enable social movements in the UK to win.

We know that people from certain backgrounds and identities are often excluded in progressive movements and we're committed to doing what we can to correct this.

So:

- we particularly welcome applications from marginalised groups, especially people of colour and other ethnic minorities, people who identify as LGBTQIA, Disabled people and those who identify as working class or have done so in the past.
- we know the work goes way beyond "diversity", it's about making the space inclusive too. So we are continuously working on that at NEON. So far this includes tangible things like a flexible work policy so people have genuine flexibility around where and when they work and a 28 hour week as standard; a gender-neutral parenting/leave policy, an anti-oppression strategy which is held at senior level given how important it is to the organisation. It also includes the day-to-day work of creating psychological safety for everyone at NEON and celebrating the wisdom of black, indigenous, queer, Disabled and other cultures in the way we work and behave
- There are no formal education requirements for this role. As long as you can show us you have the skills we don't mind where you got them from! Also important to us is your potential to learn and grow in the role so even if you don't have 100% of the skills listed we want to hear from you.

What you will be doing

Here are the key responsibilities of this role:

1. **Co-Leading the development of the Movement Building Hub strategy**, ensuring coherence across the team and developing a complementary and effective relationship with our Communications and Operations Hubs to meet the goals of NEON's organisation-wide strategy
2. **Managing 1 or 2 Team Heads in the Movement Building Hub to a high standard** - using the full spectrum of management tools and approaches e.g. mentoring, coaching, challenge and feedback, more formal performance processes - empowering them to thrive at NEON and perform their role excellently. You and your co-Director will agree how to share management responsibilities, with input from the Hub

3. **Overseeing core areas of work for the Movement Building Hub (coaching, movement building, organising and facilitation).** You and your co-Director will agree how to share these oversight responsibilities. The role would also require working collaboratively with the Hub team to think through new projects in line with the team strategy. Core areas are:
 - a. movement building: and supporting staff/contractors to deliver our flagship Movement Builders training course
 - b. coaching: supporting the Head of Coaching to deliver OrgBuilders and The Help Desk - our year long and more responsive coaching and mentoring programmes. This will include provision of some coaching/mentoring sessions
 - c. organising: supporting the Head of Organising to develop and deliver the Transformative Organising strategy, as well as provide strategic coaching to organisations in NEON's community
 - d. new projects: supporting the delivery of the Just Transition project, a new collaboration with the TUC to strengthen worker-led transition planning in high carbon industries
4. **Managing fundraising for the Hub's ongoing needs,** including funder management, with a personal target of approx £200kpa and support for the team heads to reach their targets.
5. **Overseeing the Hub's finances,** including monthly spend on delivery costs
6. **Playing an active role in the Directors Group (our version of a Senior Leadership Team),** bringing your skills and experience on movement building and any insights you have about movements in the UK, contributing to organisational-level planning and thinking, and working as peers to steer NEON. This includes ensuring you build up a good enough understanding of the work of our Comms and Ops Hubs to contribute to organisational thinking
7. **Representing NEON's content and brand externally** to the movement and at appropriate conferences and gatherings, and potentially delivering key modules on some of NEON's own programmes
8. **Bringing an anti-oppression lens to all of the above** - confidently applying anti-oppression principles and practice to all operational work, and to how you show up at NEON. This includes both challenging us organisationally to be better, and being robust in yourself to grow and behave accountably



Who you are

- **A skilled leader**, able to lead a team towards a vision or goal, to delegate well, to create the culture that makes all of this happen and to build strong relationships
- **An excellent manager** - great at getting the best out of people you manage and work with - working with them on their own development and empowering them to grow through support and challenge. This means having a toolbox to choose from so you can use the full range of skills to support people, from coaching and mentoring to formal performance management
- **Someone with significant experience in collective efforts to produce political, economic, social and/or cultural change in the UK.** This could include organising, campaigning, empowering others and/or building movements and alternatives to the current way of doing things - with significant experience in role(s) that incorporate at least one of these skills areas, and with an ability to work with multiple groups and develop strategies that led to direct impact
- **Someone with strong knowledge of the UK social movement, political and economic landscape** - able to analyse social movements' strengths and areas of weakness and understand opportunities for action
- **An effective fundraiser**, with experience of successful fundraising, including writing bids, evaluation and managing relationships
- **Proactive and well organised**, with the ability to meet deadlines and manage multiple priorities, and the ability to work well with a team to meet the demands of a dynamic organisation
- **Comfortable with saying no and managing your time, energy and workload so it is sustainable** and all still gets done (with support from your manager)
- **Someone deeply cares about creating a liberatory/anti-oppressive culture** in the way they work and is comfortable applying this to movement building
- **Willing to continuously learn and grow** - with good emotional intelligence and self awareness including around your own power, and an ability to give and receive feedback well, and sit in (and encourage) healthy conflict and disagreement
- **Committed to NEON's purpose of building the strength of movements** for social, economic and environmental justice, and to learning how to align your actions with the values of NEON: solidarity; generosity and respect



How to apply

We don't want to make this process too complicated so please complete this [application form](#) and send this and a completed [Equal Opportunities Monitoring form](#) to jobs@neweconomyorganisers.org.

Dates:

Application deadline: 11.59pm, 16th April 2023

Interview dates: 1st interviews 25th & 26th April 2023, 2nd interviews 3rd May 2023. Interviews will be online via Zoom.

If you fancy a chat about the role or have any questions about NEON in general, you can reach out to us via email on jobs@neweconomyorganisers.org, and we'll direct you to the right person in the team.

We will treat the data you provide in your application in accordance with our [Privacy Policy](#).