

Position Description

Role:	Community Organiser (Victoria)
Reports To:	Advocacy Manager and Staff Supervisor
Employment Type:	Part-time (0.8 FTE), permanent role
Award Pay Level:	Level 5 under the Social, Community, Home Care and Disability Services Industry Award 2010
Location:	Based at 214 Nicholson Street, Footscray

Organisational Context

The Asylum Seeker Resource Centre (ASRC) is the largest aid, employment, health and advocacy organisation for people seeking asylum in Australia. The ASRC provides a range of direct services as well as participating in law reform, campaigning and lobbying.

Advocacy and Campaign Stream

ASRC works to build a powerful movement that leads effective social change for people seeking asylum. As part of a movement, the ASRC supports a collaborative approach to advocacy and campaigns that takes a whole-of-society approach to advocating for the rights of people seeking asylum. We seek to understand and implement best practice for networking, organising and campaigning. As part of our strategy, we seek to work collaboratively with partners to share knowledge, information and resources with a broad network of interested stakeholders.

Organising Program

The Organising program works closely with grassroots local groups, ally organisations, and passionate advocates, to build the power of the refugee justice movement in support of more just and welcoming community attitudes and policies. We currently have organisers in Victoria, New South Wales and Queensland.

Our work is guided by research on best practices for political messaging, persuasive conversations, and community organising approaches. Our Organisers work on the front-lines, building relationships, providing support and resources, and offering training in messaging, conversation skills, and activist strategy. They also develop and organise mobilisation strategies and tactics to build and express power. A critical part of this work is empowering and promoting people with lived experience to advocate on behalf of themselves and their communities.

Specific Duties

The Community Organiser will be responsible for the following duties

- Lead the development, implementation and monitoring of state-based organising and mobilising strategies and plans in support of ASRC advocacy and campaign priorities
- Build relationships with, and organising and advocacy capacity of, allied organisations and groups and individuals
- Develop and deliver innovative training programs and workshops
- Embed genuine opportunities for people with lived experience to lead the movement in all the ASRC's organising work
- Work in partnership with a community-led movement to build local networks and alliances in targeted and strategic electorates
- Recruit, train and manage a team of volunteer community organisers
- Support the effective management of data and the Nation Builder database for Victoria
- Contribute to the overall effectiveness of the organising program by participating in critical practice reflection, program design, resource development and strategy development
- Oversee the financial management of the Victorian Community Organising budget

Selection Criteria

Essential:

- Experience organising and mobilising communities to take action, preferably in a political context
- Excellent communication skills with the ability to engage and build relationships with a diverse range of stakeholder groups
- Experience shifting community attitudes using values-based framing to create compelling narratives
- Proven experience in the development and delivery of capacity building activities, (e.g. facilitating workshops, materials and tools) to support organising
- Previous experiencing managing volunteers, preferably in an organising context
- Excellent digital skills and capacity to learn new digital tools quickly
- Commitment to ASRC values

Desirable:

- Knowledge of policy and issues impacting on people seeking asylum in Australia
- Lived experience of seeking asylum or refugee background
- Current driver's licence