

Movement Builder (Parental Leave Cover) @ Medact



Contract type: Fixed term employment
Contract length: 10 months from start date
Preferred start date: Mid-July 2019
Hours: Five days a week (7 hour days)
Location: London (other locations considered)

Reporting to: Executive Director
Salary £32k-£34k, pro rata (depending on experience) + pension contribution
Benefits: Workplace pension with 3% employer contribution, flexible working and 25 days holiday per year (plus bank holidays)

Application deadline: Midnight Sunday 2nd June
Invite to interviews: 5th June
Interviews: 10th-12th June

About Medact

Medact's mission is to organise healthcare workers and health professionals from all disciplines to work together towards a world in which everyone can truly achieve and exercise their human right to health. We do this through mobilising our member to act on evidence-based campaigns for solutions to the social, political and economic structures that damage health, deepen health inequalities and threaten peace and security. We use public health principles to identify the root causes of ill health, and take a systems change approach to the solutions we develop.

We put movement building at the centre of our organisation, working with a diverse set of partners including NGOs, grassroots groups, professional bodies and academic institutions in order to realise change. Our members are made up of a range of health professionals including nurses, doctors, midwives and clinical researchers.

Medact believes that the health community has enormous potential to drive progressive change in the UK and internationally. Our community has renewed momentum for action, and our voice has become increasingly influential through campaigns around Royal College divestment, air pollution and access to healthcare for migrants. We also have local active groups who are campaigning on issues in their area, building relationships and skill sharing. To direct this growing energy, we have designed a Movement Building Strategy that aims to strengthen and diversify the Medact network, maximising our unique contribution to the wider social justice movement. This role takes centre stage in that approach, within our network and within the team.

Job Description

The Movement Builder will lead Medact's work to support and organise health professionals campaigning on social and environmental justice and peace. They will be responsible for delivering on our existing movement-building strategy to significantly increase the size and diversity of our membership, and build their capacity to take strategic action which has real-world impact. The

Movement Builder will work alongside our members, and within the team of campaigners to push forward on the following campaign areas:

- The Prevent duty in the health service and the effects on patients and health workers;
- The impacts of NHS 2015 and 2017 charging regulations for overseas visitors and migrants;
- The impacts of conflict, environmental issues and socio-political inequity on health in the UK and through Global South solidarity work;
- Divestment of Medical Royal colleges and other medical institutions ;
- The corporate and political forces that are preventing action on air pollution;
- Emerging campaigns on arms, nuclear weapons, and issues of economic justice

The Movement Builder will hold the key organising and training expertise, and lead on a significant proportion of our member organising and engagement work. You will support members who predominantly work in the health system, to manage and develop their own local groups to move our campaigning agenda forwards. As well as guide colleagues in movement building practices, you will be responsible for ensuring that our events, communications and organising practices commit us to being inclusive and accessible to all members of the health community.

Key responsibilities

Strategy development and delivery

- Carry out, revise and reflect on Medact's strategy to grow, strengthen and diversify our movement of campaigning health professionals, with support from the Director
- Lead delivery of our movement-building work, including organising our membership and wider audiences around common goals, and mobilising them at key campaign moments
- Lead on testing new approaches to engagement with our key audiences, using the learning to refine strategy and delivery in an ongoing way
- Work alongside Operations Manager to jointly act as Medact's key digital and offline activism expert, engaging with communities of best practice and keeping up to date on new learning

Supporting our campaigns and our network

- Act as the main contact for our network, supporting health professionals to develop and take action on their own campaigns across the UK
- Lead on the emerging campaign strategies for air pollution and economic justice
- Work with colleagues to develop engagement strategies for each of our main work areas, supporting or leading on their delivery, and sharing skills with colleagues
- Work with coalition partners on joint engagement and movement-building strategies where appropriate
- Design and deliver effective training for our members and with partners to ensure our local and issue groups are inclusive, strategic, connected and grounded in Medact's culture
- Support the team to identify opportunities within the movement in which the health voice, or public health approach can bring about effective long lasting change

Communications

- Analyse communications that help increase the size and diversity of our network, encouraging membership sign ups
- Draft great supporter emails which spur people to action, and support colleagues to write their own

- Curate Medact's supporter newsletter (currently bi-monthly)
- Work with the Operations Manager to ensure we have the data we need for effective digital campaigning, and that we are using it to best effect within the law
- Create social media posts which engage and draw in new people

Team

- Contribute to team meetings, facilitating when relevant
- Support the Director in developing an inclusion strategy for our members
- Manage volunteers and contractors as appropriate

Person specification

You are a dynamic and resourceful organiser, who can work on multiple issues at the same time. You consider [intersectionality](#) a key approach to how we design campaigns and develop an inclusive community - and you commit to this practice as you work with others. You have the energy to hold multiple relationships at the same time, and the enthusiasm to support people through their own journey as a campaigner. This is particularly important when we design events, communications, trainings and campaign strategies. You have experience and a strong understanding of solidarity work, in the UK and with the [Global South](#), and actively build this into your analysis, strategy and narrative.

Essential

Strategy

- Strong understanding of the way grassroots movements grow, shift power, and create change
- Strong understanding of how structural inequality has an impact on the issues Medact works on, and the ways in which different communities within the health sector are able to engage with us
- Excellent strategic thinking, able to think about the bigger picture and work towards long-term goals without losing sight of important details

Communication

- Strong verbal communication, listening, and interpersonal skills; able to build trusting relationships with a variety of people and bring them onboard with a project or idea, and empower them to take their own ideas forwards
- Strong written communication skills, with ability to produce engaging copy which spurs people to action, including blogs, supporter emails and social media

Membership support

- Significant experience of working with volunteers in a campaigning context, either professionally, or as a volunteer yourself
- Ability to manage own time, and prioritise effectively between competing demands in response to quickly-changing situations
- Willingness and ability for planned travel within the UK, for which time off in lieu will be given where appropriate

Working in the team

- Willingness to contribute to team discussions and processes around organisational development
- Ability to travel across the UK to meet with local groups, partners and academics
- Good project and event management skills, including evaluation and learning
- A strong team player with a collaborative and consultative working style

Desirable

Health background

- Experience as a health professional or working with the health community
- Understanding of public health or social determinants of health as a means to advocate for structural change

Funding

- Skills to contribute to funding applications and report writing
- Marketing experience, and/or experience in individual-giving

Communications

- Experience of using digital campaigning techniques, and a demonstrable understanding of their power and their limitations

How to apply

To apply, please send:

- a CV (removing your age/education and including two references)
- a one page description on why you're keen to join us, and how you feel you fit the role

to jobs@medact.org by midnight Sunday 2nd June .

Please also complete a copy of our [monitoring form](#).

Medact aims to be an inclusive and supportive employer, so we recognise that recruitment processes don't work for everyone. We acknowledge that people from certain backgrounds are under-represented in the NGO sector, particularly in senior roles and we're committed to doing what we can to correct this. We are particularly keen to receive applications from people of colour; people with disabilities; people who identify as being LGTBQIA; people who have a mental health condition; and people who identify as working class or have a working class background. If you have any questions or uncertainties about this position, and whether you are right for it, please do get in touch.