

Role Profile: Senior Campaigner (global south debt)



Status and Hours	Fixed term contract, five months. Full time, 31.5 hours a week
Reports to	Head of Campaigns
Location	Anywhere - can choose to work remotely from home outside of London with one trip to London each month or working hybrid in our East London office.
Salary	£39,790
How to apply	Please complete and submit the application form and equal opportunities form by Monday 17 July at 9am to application@debtjustice.org.uk . Interviews will be held on Monday 24 July.

1. About Debt Justice

[Debt Justice](#) is a campaigning organisation working to end unjust debt and the poverty and inequality it perpetuates, in the UK and across the world. Founded in 1996 to campaign in solidarity to end the debt crisis faced by countries in the global South, over the past six years we have expanded our work to organise around UK household debt issues in response to the growing crisis in the UK. We were previously known as Jubilee Debt Campaign.

Our **vision** is of a world that is fair, democratic and sustainable, where everyone has their basic needs met, their human rights respected, and the opportunity to flourish, live a dignified life, and contribute to their community and to society as a whole. This is a world where finance and the banks serve the public interest, and where no-one is exploited, oppressed or driven into poverty by debt.

Our **mission** is to stop debt from causing and exacerbating poverty, inequality, exploitation and oppression. We undertake research, education, organising and campaigning, in partnership with allies in the UK and around the world. We aim to tackle rip-off and irresponsible lending, to secure the write-off of unjust and unsustainable debts to give people and countries a fresh start, and to address the underlying reasons why so many people and countries have no option but to borrow just to survive.

We believe that no-one should be exploited, oppressed or driven into poverty by debt.

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Our values

The core values that guide our work are as follows:

Solidarity

We know we cannot achieve our goals alone – we actively work in movements to build collective power. This means working in meaningful collaboration with the debt movement and others, especially the people most affected by unjust debt, recognising that our liberation is tied in with others.

Courage

We believe in campaigning for ideas and proposals that meet the scale of the large and complex problems we are trying to tackle. We will be creative, trying new ideas and actions and not be afraid to fail. We will stand up for what is right even when it is uncomfortable for those in power or for us.

Kindness

The world is often structured in a way that denies people dignity and doesn't centre kindness. We want to model the world we want to see and so we treat ourselves and others with respect and kindness, even when we disagree. We recognise that everyone comes to this work with their own experiences of oppression and we will approach the work of dismantling structures of oppression with kindness.

Structure, approach and impact

We have a small, highly-skilled team of twelve staff with an agile, creative, and flexible approach; a network of local activists across the UK; a community of online activists; and a strong network of allies in the UK and around the world.

We have a small office in London and four members of staff work remotely outside of London. We have recently successfully completed the shorter working week national pilot and will continue to operate shorter working hours with no loss of pay, on a permanent basis.

We operate a highly participative approach to strategy development, planning and decision-making. All team members are involved in the development of our overall organisational strategy and plans.

We focus on two priority thematic areas under our current organisational strategy:

1. The debt crisis in the global South which includes work on the intersection between debt and the climate crises as well as a political education project on debt and colonialism.
2. The UK's household debt crisis

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We see strong and lasting alliances as critical to the realisation of our aims. We take a highly collaborative approach, with an emphasis on building informal and formal networks and alliances around shared values and goals.

We are also in the process of implementing a new anti-oppression strategy in the organisation which has been developed collaboratively by our staff team. The strategy reflects our organisational priority to centre anti-oppression work in our strategy development, structures, operations, culture and how we work with external partners.

Debt Justice is governed by our Board of Trustees according to our Memorandum and Articles of Association, as a charitable company limited by guarantee.

2. About you and the role

Debt Justice is recruiting a temporary Senior Campaigner to support our global South debt and climate change campaign over a very busy period. Working closely with internal colleagues and external allies based both in the UK and internationally, you will ensure we can make the most of our campaigns to bring about debt cancellation in the face of the climate crisis.

There are currently 54 lower income countries in debt crisis. Despite some international commitments following the pandemic there has been little concerted action to respond to this systemic economic injustice. The build-up of unpayable debt is a major barrier for many countries facing the climate crisis. Countries are forced into more debt through climate disasters, some are forced into fossil fuel extraction to pay for the debt and the huge debt burden diverts essential resources away from adaption and mitigation. The second half of 2023 presents key opportunities to make progress on our debt campaign, including the IMF and World Bank Annual Meetings, which this year will be in Marrakech, and the COP28 climate summit in December.

This role will bring much needed capacity to a busy team, to help co-ordinate our campaign, both internally and with international and national allies to ensure that our campaign has a wide reach and impact.

You will:

- Lead our climate and debt public campaign
- Coordinate planning and delivery of the campaign
- Engage with a wider international and national coalition, supporting key international campaigning moments and activities
- Develop campaign messaging and produce campaign materials and content

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We strongly value diversity and welcome applications from people from all backgrounds. We would particularly like to encourage applications from women and non-binary people, people of colour, people who identify as LGBTQIA+ and people who identify as working class or have done in the past.

3. Role responsibilities

The main responsibilities for this role are as follows:

Lead debt and climate justice public campaign

- Develop campaign strategy in consultation with colleagues internally and externally
- Co-ordinate the planning and delivery of planned campaign activities
- Produce and manage documentation such as gantt charts and project plans to ensure campaign outputs are delivered to a high standard and on time
- Organise and chair campaign planning meetings

Supporting international actions and allies

- Support the international debt coalition at key moments, such as during the global week of action on debt, and coordinate our engagement in these key moments
- Project manage and oversee our presence at civil society forums at key international meetings in the autumn
- Provide support in coordinating meetings for the UK coalition and for the wider international coalition where needed.
- Represent Debt Justice externally and build relationships with global allies

Production and oversight of campaigns communications and activities

- Develop campaign branding and narrative
- Develop meaningful supporter actions such as online petitions or email MP actions
- Write engaging supporter-facing copy for online and offline materials such as emails, newsletters and blogs
- Oversee the supporter journey for the campaign
- Produce engaging content for social media including commissioning products such as video
- Give public talks about the campaign as needed and support with media work
- Manage delegated budget for specific projects or deliverables.

Organisational support

- Support the Head of Campaigns and the wider team in the delivery of our work
- Participate in and help facilitate internal meetings on both strategy and day-to-day operations

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- Support with writing reports to the board and funders when required



4. Person Specification

ESSENTIAL

Experience

- Experience of project managing campaigns with an international dimension aimed at policy change, as part of a charity or NGO, or through activism
- Experience of developing campaign narratives and messaging that move people to take action
- Experience of communicating with, organising and mobilising supporters as part of an organisation that has a supporter base
- Experience of managing relationships with a range of stakeholders and allies
- Experience of campaigning in a coalition, and engaging with international coalitions

Skills

- Strong copy-writing, editing and proofing skills for producing campaigning content
- Excellent organisational and project management skills to deliver key campaigns projects to a high standard, on time and with attention to detail
- Ability to use social media for campaigning including Facebook and Instagram
- A good understanding of regulations in relation to campaigning, such as the importance of data protection and Charity Commission guidance on campaigning

Personal attributes

- Commitment to Debt Justice's vision, mission and values
- Commitment to anti-oppression work and to tackling all forms of oppression, bigotry and exclusion
- Ability to work collaboratively as part of a team and demonstrate a can-do attitude and willingness to 'pitch in'
- Willingness to undertake occasional out of hours work

DESIRABLE

- Budget management experience for projects
- Ability to use digital platforms for building campaigns outputs. We use MailChimp and Impact Stack
- Experience of creating graphics with online platforms such as Canva

5. Remuneration and benefits

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This role is being offered as a four-month fixed term contract, on a full-time basis of 31.5 hours a week.

In 2022, we moved to a shorter working week with the aim of improving wellbeing for staff, and so a full-time role is now equivalent to 31.5 hours with no loss of pay and part time roles are pro-rata of a shorter working week.

Debt Justice has an office in Bethnal Green, London. This role can be based remotely outside of London with a requirement to travel to London once a month or work from our London office with an option for hybrid working. Occasional evening and weekend work may be required at times.

We offer:

- Pension contributions of up to 7.5% of your salary plus 1% of the average organisational salary
- An annual leave entitlement of 27 days (6 weeks) per year plus bank holidays pro rata
- Flexi-time working arrangements outside the core hours of 10am-4pm
- Access to other benefits including interest-free season ticket loans and tax savings on bikes and home technology equipment via salary sacrifice schemes.

6. How to apply

Please apply by completing our [Application Form](#) and an [Equal Opportunities Form](#).

Applications must be submitted by email to application@debtjustice.org.uk by 9am on Monday 17 July Interviews will be held on Monday 24 July

If you have any questions about your experience or suitability for this role before applying, please email application@debtjustice.org.uk with your questions or to request a call back.

Please **DO NOT** submit a CV; we will only accept applications submitted on our application form.

Applicants must have the right to work in the UK; unfortunately, Debt Justice cannot sponsor visas for people who do not already have this right.

7. Further guidance on your application

These following notes are intended to help you complete the application form.

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A. General

- Remember to complete all parts of the application form. If you think some parts do not apply to you, write 'not applicable' in the spaces provided for your answer.

B. References

- Remember to check with your referees that they are happy for us to contact them before you nominate them. We will not contact them without informing you.
- You are asked to supply details of referees that cover the last five years of your employment. One should be your current line manager, or your most recent line manager if you are not currently in employment.
- If you are unemployed, your last employer should be named and if you have any voluntary or unpaid experience, e.g. as a member of a committee, you could include the chair of the committee among your referees.

C. Employment History

- Please give details to the nearest month and year of previous jobs held, and account for any gaps in your employment record.
- Some people will have developed many relevant skills through voluntary unpaid work. These details should be included on the form, particularly where the experience has helped you to develop skills and abilities we have asked for.

D. Education or Training

- In this section please include information about any relevant courses that you have attended, as well as your educational history from A-level (or equivalent) onwards.

E. Supporting Statement

- This section gives you the opportunity to demonstrate why you are suitable for the post. Before completing it, please refer to the Role Responsibilities and Person Specification earlier in this pack.
- In this section of the form it is essential that you set out how your skills and experience meet **each of the points** in the Person Specification, giving specific examples. This means telling us what you personally did in your role rather than what the team did. It also means giving us concrete examples of where you demonstrated a particular skill, rather than simply saying that you have it.
- We will assess how you meet every criterion in the Person Specification, so it is important that you try to address each specific skill or experience that is listed.

F. Criminal Convictions

- The fact that you have a criminal record does not automatically prevent you from being considered for a job. We will take into account the nature of the offence, when it happened

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and its relevance to the job. If you are shortlisted, this will be discussed with you at the interview.



8. Equality and Diversity Policy

Debt Justice is committed to promoting equality and diversity, providing an inclusive and co-operative environment in which all individuals working for and on behalf of the organisation feel respected and able to give their best. Through the implementation of this policy we seek to:

- Ensure that all staff (current and prospective), volunteers, members of the Board, and other elected representatives and members are afforded equal opportunities regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, health, gender, gender reassignment, marital status, parental status, caring responsibilities, sexual orientation, disability, socio-economic background, educational background, ex-offender status, or any other inappropriate distinction.
 - Promote diversity and equality for persons working for and on behalf of Debt Justice and value input from individuals and groups of people from diverse cultural, ethnic, socio-economic, and other distinctive backgrounds.
 - Promote fair and equal treatment for employees in fulfilling their potential, ensuring that no individuals or groups of people are afforded unfair privilege within the working environment.
 - Treat all members of staff fairly and equally, irrespective of their length of service, status and number of hours worked.
 - Challenge discriminatory practice and less favourable treatment, wherever this is identified.
 - Undertake positive action, wherever possible, to encourage greater participation of under-represented groups of people across the organisation.
 - Promote an environment free from discrimination, victimisation or bullying in any way or form in relation to all employees and visitors to the organisation.
 - Regard breaches of the Equality and Diversity Policy as misconduct which may lead to disciplinary action.
 - Keep under review all employment practices and procedures to ensure fairness.
 - Keep under review all practices and procedures as set out by the Management Committee and as defined within the Staff Handbook, to ensure fairness and equality.
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Finally: Thank you again for your interest in Debt Justice. We very much look forward to hearing from you.