

# Job Description: Worker Organiser

<b>Responsible to</b>	Director
<b>Location</b>	This role will be primarily London based with some organising outside of London when necessary.
<b>Contract type</b>	The role is for a fixed term contract for 12 months, with extension subject to further funding.
<b>Salary</b>	£32,500 - £45,000 pro rata, dependent on experience
<b>Hours</b>	Full-time (negotiable)

## About the Role

The Centre for Progressive Change is looking for a Worker Organiser to drive the worker organising for our national sick pay campaign and lead our Cleaners United work. This role will primarily build high-profile worker fights with trade unions to pressure employers to pay occupational sick pay and make the case for a change in Statutory Sick Pay (SSP) legislation. They will also be responsible for our Cleaners United alliance - a Labour Community alliance made up of trade unions and community organisations that is working together to improve the working conditions of cleaners in the UK.

As a result, the ideal candidate will excel at worker organising and will be able to create effective broad alliances to support worker fights. They will also be able to build high-profile campaigns that generate national press attention and increase public support for our national policy demands. Furthermore, they will have the capacity to organise in multiple work sites simultaneously with a range of trade unions.

The Worker Organiser will be part of an interdisciplinary team that works together to deliver the campaign. This team will be led by the Director and will include a Worker Organiser, a Community Organiser, a Campaign Researcher, a Political Strategist, a Mobiliser and a Communications staff member.

## About the Centre for Progressive Change

The Centre for Progressive Change is a new not-for-profit organisation aimed at building national organising campaigns for a more progressive society. We do this by driving our own national campaigns, carrying out research on what works when

creating progressive change at scale, and by sharing our expertise through training and consultancy to support others to be effective.

We are an ambitious organisation focused on being pragmatic and strategic in creating the changes we seek. We work cross-party and with those that will help us get closer to our goals of improving the outcomes of low and middle income communities. We are evidence-led and big on learning and evaluation to ensure that our interventions have the desired impact.

Our pilot campaign aims to change Statutory Sick Pay legislation so that:

1. Everyone is eligible for sick pay - by removing the earnings threshold
2. People receive sick pay from day 1 rather than day 4, and
3. Workers can afford to take the time off, by increasing SSP so that it is in line with a worker's wages.

To win this campaign we are taking an interdisciplinary approach and utilising organising, mobilising, communications, advocacy and campaign research.

We are also leading a Labour Community Alliance, called Cleaners United, that aims to improve the working conditions of cleaners in the UK. This alliance, made up of a dozen trade unions and community organisations, is focused on our pilot campaign and on creating a 'gold standard' contract for commercial cleaning in the UK.

## Job Responsibilities

The Worker Organiser will be responsible for:

- Building at least five high-profile worker fights for occupational sick pay in London with five different trade unions
- Supporting trade unions to organise at least 100 workers at each campaign site
- Building broad and powerful alliances to support the worker fights that take effective public action against companies
- Creating national press attention for the worker fights that build public support for changes to Statutory Sick Pay legislation
- Training workers and allies in the key theory and practice of organising
- Linking with ShareAction and other stakeholders that could amplify the fight
- Supporting the Community Organiser with worker organising in key constituencies around the country
- Growing and maintaining the Cleaners United Labour Community Alliance
- Supporting the Associate Campaign Researcher & Organiser to carry out a visioning project with 500 cleaners to create a 'golden contract' for the cleaning industry
- Raising the funding for their salary and oncosts (oncosts approximately £18.5k), for instance by applying for grant funding, building a dues-based alliance, raising supporter dues and/or carrying out fundraising drives with workers and allies

- Working with an interdisciplinary team to deliver the campaign nationally

## Skills, Experience and Qualities

You should have:

- A proven track record of winning workplace organising campaigns with low-income workers
- Excellent skills at developing and maintaining broad alliances to effectively campaign together
- A track record of organising effective national press actions that builds public support for a cause
- Experience of training groups of people in the key theory and practice of organising
- An ability to build positive working relationships with MPs from across the two major parties, and with large and small trade unions
- A demonstrated capacity to raise at least £50k a year
- Excellent skills at self-directed work, problem solving and dealing with complexity
- Able to be flexible and work in a startup environment with high levels of uncertainty and small campaign budgets
- A commitment to the Centre for Progressive Change's strategy, values and culture

Desired:

- Strong networks and a good reputation among Trade Unions
- Experience of building dues-based alliances
- Bilingual or multilingual, in particular those that speak Spanish or an Eastern European languages

Knowledge of Statutory Sick Pay and organising cleaners are both pluses but are not requirements.