



Participation and the Practice of Rights (PPR)

Job Description

Job Title: Anti-racism Human Rights Organiser
Payscale: NJC SO2, starting salary £32,909 pro rata
Hours: Part time (17.5 hours per week)
Duration: Fixed term to December 2027
Responsible to: Assistant Director – Programmes

Job Purpose: The postholder will use PPR's unique human rights based approach to build effective grassroots anti-racism campaigns and support the development of technology as an organising and campaigning aid.

The Anti-racism Human Rights Organiser will use PPR's human rights based approach to:

- Involve and empower people to campaign for positive change
- Promote participation of people impacted by racism issues in decisions which affect their lives
- Develop and implement strategies to engage effectively with government bodies and service delivery agencies to hold them accountable for failures to address racist violence and institutional racism
- Work closely with Rabble Cooperative and other rights based civil society groups to develop campaign-related technology
- Build power with directly impacted people and across civil society groups.

Main duties and responsibilities:

1. Implement project objectives and work programme

- In collaboration with the Assistant Director and Rabble Cooperative, develop and implement a work-plan to deliver on agreed project objectives
- Report on a regular basis to the Assistant Director on progress in implementation of agreed plan
- Assist the Director in reporting to funders and project evaluators as required

2. Develop participatory anti-racism campaigns

- Organise with impacted communities to:
 - document incidents of racism - institutional, violent, and/or intimidatory
 - monitor responses to racist incidents from duty bearers and organisations in receipt of public funds

- develop concrete rights-based proposals and demands, in collaboration with PPR's research and policy staff
- coordinate actions/events to apply effective pressure on duty bearers and others with responsibility
- plan and provide effective training and mentoring support to emerging activists
- support the development of technology to simplify and coordinate the process of monitoring, reporting and publicly profiling racist incidents, in collaboration with Rabble Cooperative

3. Develop and implement strategies promoting accountability and participation with government bodies and service delivery agencies

- Identify the relevant government and service delivery agencies responsible and accountable for the identified priority issues
- Map existing decision making processes and identify opportunities to increase participation of affected group
- Identify opportunities and implement plans to influence and change public policy and practice in areas identified by affected group

4. Build alliances, networks of support and share learning

- Develop relationships with regional, national and international allies and experts to progress and spread the rights-based approach
- Develop appropriate networks of support and expertise among civil society and community organisations to assist affected groups in progressing issues
- Identify groups to share learning emerging from PPR's work

Other duties

The postholder will be required to carry out any other reasonable duties as are required in pursuance of the aims and objectives of PPR.

Benefits:

- Flexible working options including hybrid working
- 30 days annual leave (PRO RATA) plus statutory holidays
- 8% employer pension contribution
- Cycle to work scheme (after probation period)
- Counselling provision for staff