



JOB DESCRIPTION & PERSONAL SPECIFICATION: COMMUNITY ORGANISER

Post Title: Community Organiser

Contract Type: Part-time, Permanent

Salary: £35,000 pa pro rata

Responsible to: Head of Solidarity

Hours: 18.5 Hours Per Week

Location: Redhills, Durham Miners Hall

Probationary Period: 6 Months

Holiday: 25 days pro rata, plus bank holidays

Notice Period: Prior to end of probationary period: 1 week

Following completion of probationary period: 2 months

DBS Check: We welcome applications from people with diverse backgrounds and experiences. If you have an unspent criminal conviction, you must let us know when you apply. If appointed, you will need to complete an enhanced Disclosure and Barring Service (DBS) check (and renew it regularly). Having a criminal record does not automatically disqualify you from working with us. We will consider the nature of any conviction, when it happened, and how it relates to this role and our organisation. If you would like to discuss this before applying, please contact us.

References and Right to Work: Any offer of employment will be subject to the receipt of two satisfactory, written references, one of which must be from your most recent employer or professional contact. You must have the legal right to work in the UK.

ABOUT REDHILLS

The magnificent Redhills Miners Hall is Durham's other cathedral. It's a building in which community power literally changed Britain. **We believe it can do so again.**

It was here, in Redhills' unique Pitman's Parliament, that the collective strength of ordinary working people achieved the extraordinary. They built the forerunner of Britain's welfare state, transforming the health, education, housing and leisure of our working class communities. They built a self-made tradition and culture which bound the people of Durham together.



The Durham Miners Association has passed the stewardship of Redhills to a new charity, Redhills CIO, which is renewing the building and returning it to the communities whose values inspired it, whose resilience sustained it, and whose labour paid for it.

The building is a venue for cultural events, conferences, celebrations and exhibitions and offers an audio-visual guided tour. It has office space for local organisations. Redhills CIO is a not-for-profit charity but aims to generate enough income from activities in the building to be sustainable.

Beyond the building, Redhills CIO aims to revitalise coalfield communities by building and convening a network of powerful self-organised groups, with Redhills at its heart, that can build a solidarity economy that changes people's lives.

OUR CAUSE

We harness the power of the Durham Miners' living heritage to inspire and empower our coalfield communities to take collective action to change their own lives.

OUR 3 MISSIONS

1 > Build pride, confidence and hope

Re-establish Redhills as the focal point to celebrate the living heritage and culture of County Durham's coalfield communities.

2 > A community network and parliament

Convene a powerful network of self-organised groups to come together to solve shared problems by building a solidarity economy.

3 > A beacon for marginalised communities

Build a campus to foster social, economic and political education and prototype, study and disseminate ways to build the solidarity economy.



PURPOSE OF THE POST

As Community Organiser, you will play a key role in building a powerful network of self-organised, semi-autonomous community groups in villages and towns across the former Durham Coalfield. You will be joining the team at a pivotal time as we re-open the restored and extended Redhills as a vibrant, public-facing venue, a place where communities can come together, celebrate their shared culture and take collective action for the future.

Working with the Head of Solidarity and alongside local partners, you will help shape and deliver village “takeover days” at Redhills—public celebrations of community identity and heritage. These events will act as a springboard for local groups to grow in ambition, confidence and agency, with Redhills as their focal point. You’ll also support these local groups as they create the co-operatives and social enterprises that will make up our new ‘solidarity economy’.

DUTIES AND RESPONSIBILITIES OF THE ROLE

1. Build relationships with community members, groups and organisations across selected former mining villages, rooted in listening and shared values.
2. Convene and support new local groups or networks, helping them to develop plans for heritage-inspired community takeover days at Redhills.
3. Facilitate regular meetings, workshops and planning sessions with each village group to shape the design and delivery of their takeover day.
4. Coordinate logistics and communication between Redhills and each community group to ensure events are well-supported and inclusive.
5. Map and connect existing community assets—people, places, and organisations—to foster collaboration and identify opportunities for new co-operatives and social enterprises.
6. Document and evaluate learning from each community organising process, contributing to Redhills’ strategy for long-term network development.
7. Work with the Head of Solidarity to identify training, support or mentoring opportunities for community organisers and groups as they grow.
8. Represent Redhills CIO in meetings, partnerships and events with local organisations, local authorities and community stakeholders.
9. Support inclusive practice throughout all work, valuing the perspectives and leadership of people who experience marginalisation or disadvantage.
10. Contribute to the development of Redhills as a focal point for a growing regional and national movement for collective community power.

This role involves working some evenings and weekends. We are happy to discuss flexible working patterns at interview.

SUPPORT AND WORKPLACE ADJUSTMENTS

We are committed to making reasonable adjustments to support employees with disabilities or accessibility needs. This includes providing appropriate equipment, adaptations, or other workplace adjustments to enable staff to carry out their role effectively, in line with the Equality Act 2010.

YOUR RESPONSIBILITIES

As part of your role at Redhills, you will:

- Champion fairness and inclusion, ensuring that all colleagues and visitors are treated with respect and given equal opportunities.
- Handle confidential information responsibly, following data protection policies and good practice.
- Follow health and safety policies, ensuring a safe working environment for yourself and others.
- Be open to learning and development, growing your skills and knowledge as part of your role.

- Help keep children and vulnerable adults safe, reporting any concerns to the appropriate service and following Redhills' safeguarding policies.

This job description provides a general outline of your responsibilities. These may change over time, but any adjustments will reflect the nature and level of the role.

This role will require some weekend, evening and flexible working to work with communities and facilitate and take part in events.

PERSONAL SPECIFICATION

Essential Skills and Experience

- ✓ Experience of working with, inside or alongside community groups, particularly in areas facing economic and social disadvantage
- ✓ Strong people skills: ability to build trust and rapport with diverse individuals and groups
- ✓ Confident and empathetic communicator, able to listen actively and facilitate discussions
- ✓ Organised and reliable, with experience of coordinating meetings, events or projects involving multiple stakeholders
- ✓ Self-motivated and comfortable working both independently and collaboratively as part of a wider team
- ✓ Knowledge of County Durham's social, cultural or economic landscape—particularly the Coalfield area
- ✓ Passion for social justice, heritage, and community-led change

Desirable Skills and Experience

- + Knowledge of community organising principles and/or experience in grassroots movement-building
- + Experience planning or supporting public events or creative community projects
- + Experience working with young people and/or intergenerational initiatives
- + Familiarity with heritage-based engagement or working in a cultural venue
- + Understanding of challenges facing former industrial communities and the role of collective organising in addressing them
- + Confidence using digital tools such as Microsoft Office, Google Workspace and social media for communication and organisation