

4FRONT

Activism Support Coordinator
for the 4MATION Campaign

WELCOME!

Thank you for your interest in joining The 4Front Project as an Activism Support Coordinator for the 4MATION Campaign.

The 4Front Project was set up in 2012 to provide a platform for young people who have been impacted by serious violence to create change! Our vision is for young people and communities to live free from violence. We support young people to create change in their own lives, in their communities and in our society.

We are on a mission to empower young people and build peace. We address violence by delivering specialist programmes that support personal development, legal empowerment and social action in community, educational and criminal justice settings. We specialise in providing transformational programmes to empower young people who identify as Black British, African, Caribbean and Mixed Heritage.

Our approach is centred on supporting people to thrive, not merely survive. We believe that we must respond to violence with compassion, not aggression and we strive to create a platform for authentic voices to be heard.

Our programmes move beyond simply reducing violence - we create safe spaces for people with lived experience of violence to envision what peace would look and feel like. We utilise a peer education model as a mechanism for catalysing change.

Over the last seven years, we have evidenced our impact at a grassroots level. This has enabled us to become an established and authentic voice advocating for a holistic approach to healing violence.

If you have a strong understanding of the impact of the criminal justice system on marginalised communities and are passionate about empowering those most affected to create a change, then we can't wait to hear from you!

THE 4MATION CAMPAIGN

We support young people to design, deliver and lead social action projects to build peace and drive change. 4MATION is a youth-led campaign creating solutions and demanding policymakers take urgent action to address violence in the UK. We are currently building the infrastructure of the campaign by establishing the 4MATION Peace Fellowship. This programme will build the capacity of a core group of young activists and centralise the role of peer emotional support for leaders with lived experience engaging in activism.

The Activism Support Coordinator will be involved in designing and delivering the Manchester programme.

This role will entail:

- Providing intensive 1:1 mentoring support to 4MATION Peace Fellows
- Delivering and coordinating social action workshops and events for campaigners
- Providing support to enable young campaigners to achieve Arts Award accreditation
- Coordinating a Legal Clinic
- Coordinating a Bereavement Support Group

JOB DESCRIPTION

Job Title:	Activism Support Coordinator
Reference:	4FP117
Location:	Manchester based. This post will require flexible working across a range of locations in the UK
Reporting to:	Head of Operations and Advocacy
Hours:	Part Time (21 hours per week) The nature of The 4Front Project's work means that evening and weekend working will be required.
Contract:	12 Months (with possible extension)
Salary:	£22,000 - £24,000 (pro rata - dependent on experience)

We're seeking someone fierce and curious minded - you challenge people to think critically about themselves, their communities and society. You can hold emotion and know how to create safe spaces for people to explore their experiences and build their sense of identity. You have experience working on campaigns that transform policy; you've worked or volunteered as a mentor and you're committed to tackling social justice issues. You'll see courage in vulnerability and believe in building the resilience of young people. Most importantly, you're committed to peace and you fundamentally believe in the potential to change, both at an individual and societal level.

KEY RESPONSIBILITIES

BECOME A CORE MEMBER OF THE 4FRONT PROJECT TEAM

- You'll be committed to upholding The 4Front Project's vision, mission, principles and values.
- You'll already be involved in social action projects and be willing to work in the evening and weekends.
- You'll actively participate in staff meetings, staff training, supervision and reviews.
- You'll strive to create a safe and appropriate environment, ensuring you carry out regular risk assessments for yourself, 4MATION Fellows, Campaign Members, Facilitators and activities.
- You'll follow policies and procedures at all times, including, but not limited to our Health and Safety, Safeguarding, Data Protection and Equal Opportunities Policy.

KEY RESPONSIBILITIES (continued)

CO-ORDINATE THE 4MATION CAMPAIGN

- You'll have **great oversight** - supporting the 4MATION Fellows, Facilitators & Campaign Members to lead social action projects, facilitate weekly campaign meetings, liaise with other organisations, conduct fundraising activities, social media activities and coordinate campaign actions across the city
- You'll be **innovative** - developing, designing and delivering workshops to enable social action activities
- You'll be **organised** - maintaining appropriate records using our database system and other monitoring systems when required, incorporating regular assessment, supervision and review
- You'll be **well networked** - already a part of groups that are tackling social justice issues and keen to actively research and network with other organisations that will become our partners
- You'll be **forward thinking** - helping to set up rooms for workshops bearing in mind access requirements and logistics
- You'll be **a first point of call** for the communications side of 4MATION, be it touching base with 4MATION Fellows and Campaign Members or contributing to our social media pages

DELIVER THE 4MATION PEACE FELLOWSHIP PROGRAMME

- You'll be **dedicated** - providing high quality, reliable support services tailored to meet the needs of young activists that have been impacted by violence
- You'll be **compassionate** - providing advice, guidance and mentoring to Fellows; promoting their personal, educational, health and social development through all interactions
- You'll be **creative** - developing and delivering empowering workshops to build identity and understanding
- You'll be **intuitive** - identifying where specialist support is required, facilitating referrals for members with unaddressed issues, and supporting Fellows to understand the services available to them
- You'll **have a hands-on attitude** - creating a personalised development plan for Fellows and providing accountability to enable them to reach their goals
- You'll be **sensitive** - protecting vulnerable Fellows and accommodating their mental health, learning difficulties, disabilities, and other needs by creating a safe and supportive environment where they feel accepted and welcomed
- You'll have a **proven commitment** to capacity building - assisting with the delivery of specialist training
- You'll be **comfortable** with conflict and have experience of managing difficult conversations to successful resolutions

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
First-hand experiences of the issues we address through our work	Experience supporting young people that have experienced injustice, inequality and other disadvantage
Experience of campaigning, activism and social action work	Experience delivering tailored one-to-one emotional support and mentoring
A thorough understanding of social justice issues including systemic inequality and injustice	Experience building partnerships with other organisations and campaign groups
A thorough understanding of the criminal justice system and its impacts on marginalised communities	Experience of designing and delivering workshops, training and programmes
Experience supporting, managing and coordinating groups of people	
Experience of facilitating workshops and presenting to groups of people	

HOW TO APPLY

THE CLOSING DATE FOR APPLICATIONS IS FRIDAY 13TH DECEMBER 2019 AT 5.00PM

We would like this position to start as soon as possible.

Interviews will be conducted on a rolling basis, so we encourage early applications.

To apply for this position, either:

- Send a comprehensive and relevant CV, with a supporting statement addressing the person specification and answering the questions below (no longer than 250 words for each question).
- Send a comprehensive and relevant CV, with a video of you addressing the person specification and answering the questions below (no longer than 5 minutes).
 - 1) What are the impacts of serious youth violence on young people and how can they be supported to overcome these challenges?
 - 2) What is a social justice issue that makes you angry and why does it matter to you?
 - 3) What do you believe makes a campaign successful?

We are an equal opportunities employer and do not discriminate against candidates who may have previous convictions. We will also make reasonable adjustments for employees that may have access requirements.

Applications should be emailed to **info@4frontproject.org**. Please ensure you quote the job reference number in the subject line of your email. If, after reading the application pack, you have any questions, please do not hesitate to contact us at **info@4frontproject.org**.



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