



Community Organiser - Gladstone Position Description

Position Overview:

Position title: Community Organiser.

Location: Gladstone.

Supervises: N/A

Reporting to: Lead Organiser.

Pay scale: A suitable contract and salary package will be negotiated commensurate with experience based on SCHCADS Award Level 4 or 5.

Hours: Full-time, including regular evening and weekend work.

Term: 10-month contract, with possibility for extension.

Our Purpose:

The [Queensland Community Alliance](#) brings together faith groups, unions, community organisations and ethnic associations to work for the common good.

Position Purpose:

To build relational people power in Gladstone so that the community has a real say how economic transition is managed to benefit the whole community.

Project Vision:

Central Queensland is a region where fossil fuels play a significant role in the economy. At the “grasstops” level the conversation on how to manage the transition is progressing rapidly. Unfortunately, the debate around climate change and energy in Australia has become toxic and as a result the informed community conversation on how to best manage the transition for the community is not occurring in the region.

This project aims to facilitate the much-needed community conversation around Gladstone to ensure that the community has a real say in their future.

Key Roles:

- 1. Successfully complete a Community Conversations project in Gladstone around economic transition.**

The Community Organiser will work with leaders from Alliance member organisations and project partner organisations in Gladstone. Using a community organising method, they will:

- Support a Steering Committee of local leaders to run the project.
- Undertake a Listening Campaign that will hear at least 634 stories.
- Develop a common agenda for action between unions, environment groups, faith organisations and community organisations.

- 2. Explore interest in building a broad-based community organising alliance in Gladstone that can act and negotiate for this shared agenda in the medium to long-term.**

The Community Organiser will develop deep relationships with the organisations involved, and their leaders, based in the long-term interests and values of those organisations.



Based on these relationships they will be able to facilitate discussions about interest beyond the immediate term of the Community Conversations project. They will deliver a decision by organisational leaders about how to best carry forward the community agenda identified by the project.

3. Effectively train, and mentor leaders/potential leaders of member organisations.

The Community Organiser is a trainer, coach, agitator and mentor.

The Community Organiser will engage existing leaders and identify potential leaders. They will develop these leaders in their participation in public life through structured and unstructured opportunities.

Structured opportunities include:

- Co-ordinating Foundations of Community Organising Training (2 day training course) with a training team of Alliance leaders.
- Participating in the Training Team for National Intensive Community Organising Training (6 day course) beginning in a junior role and progressing in responsibility.

Unstructured opportunities include one-to-one relational meetings, team work, reflection on each part of the organising cycle, and supporting catalytic opportunities inside and between Alliance member organisations.

4. Learning the craft and discovering the vocation.

The Community Organiser will work with fellow organisers to learn the craft of broad-based community organising - growing their experience, skill and responsibility.

Community Organising is ultimately a vocation. The Community Organiser will also be responsible for reflecting on their sense of mission and vision for their own public life.

Selection Criteria

Passion

We need someone with a passion for our shared values of Fairness, Equality, Opportunity, Safety, Collaboration, Sustainability. You will have a burning hunger to see these values made real in the life of our community.

Effective relationship builder

We need someone who can build relationships across diversity. You will be able to build strong relationships yourself, and then bring people who think and act very differently into relationship with each other.

Strategic thinker

We need someone who thinks strategically about how political power and civil society organisations work. You are creative, ambitious and able to understand how social and political power operates, and how it can be challenged. You will be interested in social and economic issues, and be widely read.

Strong communication skills

We need a very effective communicator who knows how to actively listen. You have good questioning skills, and can tell compelling stories.



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Self starter and open to challenge

We need a highly motivated self-starter who can take initiative and work with limited supervision. You will be capable of self-reflection and keen to engage in professional development and learn new skills. Community organisers must want to be challenged and want to grow in this role.

Experience

We will prefer someone with at least 3 years experience working to build participation and membership within and across civil society organisations (community organisations, religious groups and trade unions). You will also have some experience of community organising as a leader or organiser. Candidates **must** have a current drivers licence.