Just Treatment

Job Description: Head of Organising & Campaigns

Location: Preferably London or Bristol, with a mix of home and office working. Other home-based locations will be considered though the role will require travel to enable face to face meetings

Salary: £43,497 pa

Hours: Full-time - 31.5 hours per week (4.5 day week)

Contract type: 18 month fixed term contract with possibility of extension

Benefits: 7.5% employer matched pension; flexible working and 25 days holiday per year (plus bank holidays and Christmas break); and additional benefits package

Reporting to: Executive Director, Just Treatment

Just Treatment is a growing patient-led campaign fighting to ensure everyone gets the healthcare they need by demanding the government acts to put patients before corporate profits. We believe the only way we can achieve these changes is by building a movement of those directly affected by the problem to challenge the power of the pharmaceutical and health industries. We have a track record of high impact campaigns that have changed the lives of the people we work with, and thousands of NHS patients, by forcing corporations and politicians to move. We’ve secured funding to expand and we have big plans to scale up our work to win health justice over the coming years.

Our approach is centred on deep organising with a cohort of patient leaders who have been directly impacted by the health injustices on which we campaign. This group steer and lead our campaigns, but are supported by a much larger group of volunteers and supporters. This role will be focused on developing and overseeing the delivery of a set of powerful campaigns, driven by a sophisticated organising approach. Our strategy envisions campaigns across the following areas:

- Securing the future of the NHS as an effective and comprehensive public service. This work will have an initial campaign focus on young people’s mental healthcare.
- Winning a public health-centred pharmaceutical innovation model. Right now we are campaigning to win global equitable access to COVID technologies, and are about to launch an effort to share and replicate our successful campaign for cystic fibrosis drugs internationally. Future campaigns are in the early stages of development.

You will be responsible for building a strategy that delivers tangible wins for patients, managing a team of organisers who recruit and support the leadership of people directly affected by health injustices. You will hold responsibility for codifying our organising approach to ensure we are consistently improving how we work. And you will work closely with the Executive Director (ED) and Head of Comms & Digital Impact to steer the strategy of the organisation, deliver an effective political engagement strategy, and facilitate the input of policy and campaign strategy from external consultants.
Health injustices are growing ever starker across the NHS and globally - from life-threateningly high monopoly drug prices, to soaring waiting lists for mental health care, to accelerating corporate control over and delivery of healthcare. You will be highly motivated to join a team that has a proven theory of change and you’ll have the ideas and experience to elevate the work of the staff team and patient leaders so Just Treatment is consistently delivering powerful campaigns that win - transforming public understanding and political debate.

Just Treatment is hosted by the New Economy Organisers Network (NEON). NEON is a network of over 600 activists working to replace neoliberalism with an economy and politics based on social and environmental justice.

Just Treatment use NEON’s three values to guide our culture and work:

- **Solidarity** - we’re here to change the system and that requires working together across issues and sectors that aren’t normally in the same room. This means placing anti-oppression at the heart of our work and building the power of people most often affected by injustice to change the leadership of our movements.
- **Generosity** is about sharing our time, resources and learning with one another as we support each other’s work. It means being open and honest with one another, especially when we hit problems, and thinking creatively about how we positively build from there.
- **Respect** is the bottom line for all relationships in NEON. It means being respectful of different backgrounds and life experiences and giving space for all voices to be heard. This often means listening more than we talk and being open to changing ourselves as a result of what we hear.

**Your primary responsibilities**

- Lead on the development and delivery of campaign and organising strategies that win transformative change for NHS patients, ensuring the full participation of patient leaders and staff.
- Line manage a team of organisers to deliver the organisational strategies and individual campaign strands.
- Work with the ED and Head of Comms and Digital Impact to shape the organisational strategy and high level decision making.
- Ensure our campaigns and practice are informed by an anti-oppression analysis and are delivering outcomes that help to realise justice-based health for all.
- Collaborate with leaders and colleagues to design and deliver specific campaign actions that accelerate our campaign goals.
- Work closely with the ED and other team members and patient leaders to undertake effective political engagement in support of our work.
- Work with the ED, team members, and external allies and consultants to ensure we have a robust policy and evidence base for our work.
- Manage a campaign and organising budget.
- Contribute to organisational fundraising activities including donor relations and grant management
- Represent Just Treatment in external partnerships and with strategic allies and groups
- Work with team members to participate in coordinated planning with wider coalitions and groups in support of our campaign goals
- Shape Just Treatment’s distributed organising goals and actions to multiply the impact of our campaigns through broad volunteer and supporter engagement
- Codify and support the sharing of our organising approach with allies
- Support the organisation to reflect, learn and improve our organising and campaigning, embedding best practice in our work
- Utilise online organising tools to engage with campaigners and maintain full record keeping for evaluation purposes
- Contribute to Just Treatment’s web and social media presence, and work with colleagues to ensure all our campaigns have coherent and effective comms plans

About you
We’re not looking for any specific qualifications or experience - we know that these types of skills can be developed in lots of different ways. Here is a summary of what we think are the main things the role needs - we don’t expect candidates to meet every one:

- A track record of high impact campaigning for social and/or economic justice
- Deep understanding of organising practice and approaches
- Experience of line management, with an ability to create supportive, happy teams that flourish and grow
- Skilled at setting a long term vision and building enthusiastic support for a plan to realise it
- A creative and strategic approach to problem solving
- Enthusiasm for speaking to people and an understanding of how to build relationships, trust and reciprocity within groups
- Experience campaigning with people directly affected by a campaign’s focus issue
- Proven ability to work within social movements and make strategic decisions on key issues for social and economic justice
- Ability to run and facilitate participatory trainings and events
- Knowledge of the UK political landscape and approaches to systemic change
- Commitment to learning and growth, and creating a safe environment for others to do the same
- Experience managing delivery of projects and budgets independently
- Strong IT skills with good knowledge of basic tools like Google docs, video conferencing, and social media platforms
- Understanding of social and economic forms of oppression and commitment to tackling it in your work
- Alignment with Just Treatment’s aims and organisational values of solidarity, generosity and respect
How to apply
We particularly encourage applications from those directly affected by these issues. If you would like an informal discussion about the role, please contact our ED, Diarmaid McDonald: diarmaid@justtreatment.org

To apply, please complete the application form available from the Just Treatment website, along with a completed equal opportunities monitoring form, and send to jobs@justtreatment.org

Dates
The closing date for applications is 23:59 on Sunday 17th July. First round interviews (via Zoom or in-person) will be held on the 27th July. If necessary, second round interviews will be held on the 3rd August. Please indicate on the application form if you don't have availability on these dates.