

FIX
I WILL INHERIT THIS MESS

THE ADVOCACY ACADEMY

CHANGEMAKER

Information for Applicants

CONTACT FOR ENQUIRIES

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WELCOME

Thank you for your interest in joining The Advocacy Academy family as one of our new Changemakers!

The Advocacy Academy is an activist youth movement based in South London. Our mission is to unleash the power of young Londoners to create a more fair, just and equal society. Our Advocates' lives have been directly shaped by living in an unjust world, and we exist to turn their anger into action.

We are young, dynamic, ambitious and unapologetic, and we are looking for someone to join us who is as passionate as we are about building the world as it *should* be. If you're an activist educator who's fired-up by the idea of transforming the lives of young people and building a grassroots, values-driven social justice charity, we can't wait to meet you.

In Power,



Amelia Viney
CEO & Founder



Saba Shafi
Commercial Director



BREAKING DOWN BARRIERS

"Before, the anger that I had was just dismissed. I would dismiss it. I felt like there was no hope." **Ilhan, Class of 2017**

Here's what we're dealing with: 88% of young people feel like their voices are completely unheard in society and 60% have no idea how decisions are made on local or national issues. Worryingly, it's those from working-class families and black and ethnic minority backgrounds who feel least able to challenge the problems facing their communities - young people from less affluent families are 30% less likely to participate in our democracy than their wealthier peers, despite being at the blunt end of most political decisions.

Valuable voices are missing from the conversations shaping our society, leading to policies and provisions that fail many of our communities. If a young person is angry about sexual violence in their school, the cost of housing in their neighbourhood, or homophobia in their community, where do they start?

Feeling powerless in the face of injustice has real and dangerous consequences on the lives of young people. We exist to help them find their voice, build their power, and change the things that matter most.



WE ARE THE ADVOCACY ACADEMY

The Advocacy Academy is a youth movement working to unleash the power of young people to create a more fair, just, and equal society. **We are on a mission to create a new generation of social-change leaders, supporting them to tackle the biggest challenges of the 21st Century** - from breaking gender binaries to building affordable housing to preventing violence on our streets. We envision a society in which young people are passionate and powerful, meaningfully participating in their communities and effectively challenging injustice and inequality to create a better tomorrow.

Our flagship programme, the Social Justice Leadership Fellowship, is an immersive six-month crash-course in social justice. Made up of three residential retreats and weekly evening gatherings, the Fellowship is delivered by an outstanding faculty of 250 expert change-makers from more than 50 partners - ranging from Sisters Uncut and the Black Cultural Archives to The New York Times and our patron Helen Hayes MP.

Through 300 hours of experiential education and collective action our young Advocates learn to analyse the socio-political conditions in their communities, identify innovative solutions to the injustices they have experienced and build their power to bring about this change. We are incredibly proud of every Advocate, and here are just three examples of why:

- Ilhan, Class of 2017, and a cross-cohort group of Advocates and Alumni have secured a £4.1 million piece of land from Transport for London in partnership with Citizens UK and London CLT to build 25 truly and permanently affordable homes as part of Lambeth's first Community Land Trust.
- Bel & George, Class of 2018, and a group of Alumni secured a campaign pledge from Lambeth Labour to divest Lambeth Council from fossil fuels.
- John-Paul, Class of 2016, founded Undivided, a platform to ensure the voices of young people are not overlooked in the most significant process of our generation - Brexit.

"I feel stronger, more confident and more powerful. My knowledge of injustice, inequality and power have given me a sense of purpose and a passion to change the world." **Erica Da Silva, Class of 2016**

OUR ADVOCATES

We work with young people who face multiple systemic disadvantages that research has indicated will curb their chance of participating in our democracy without intervention. 75% of our participants are people of colour, 70% are women, and 80% identify as working class. None have a history of civic participation.

Since our founding in 2014, we have taken 85 young people from 21 South London schools through the Social Justice Leadership Fellowship and a further 800 young people through trainings and workshops delivered in schools and other youth settings. Our Advocates have gone on to participate in local and national social justice movements, be featured by over 50 national press outlets, run university societies, work as campaigners, and so much more.

OUR CHARTER

1. A better world is possible. There is nothing inevitable about injustice and inequality.
2. It is our right and our responsibility to build that world.
3. We strive to continually improve ourselves, our communities and our society.
4. The lives of ordinary people matter.
5. We are one family. We look after each other and stand in solidarity with one another.
6. It is our right to define ourselves and have our identities celebrated.
7. We actively work to uncover, acknowledge and overcome our biases.
8. We value lived experience and support others to "do for themselves" and their communities. Nothing about us without us!
9. We prize conviction and support each other to live our values in our everyday lives.
10. We value critical thinking and challenge. We approach discomfort, disagreement and difficult conversations with an open and curious mind.
11. We practice the powerful combination of education and action.
12. We work to create inclusive and supportive spaces where we can each be our (best) selves.

CHANGEMAKERS PUTTING THE FIRE IN FIRED UP

Our Changemakers sit at the heart of The Advocacy Academy. Guiding every moment of the Fellowship journey, this small team of exceptional educators spend six months doing the deep work of turning a group of strangers into a powerful, close-knit community of leaders. Our Changemakers draw on their knowledge, experience and identities to deliver this transformational journey, and at any moment can find themselves wearing the hat of workshop facilitator, youth worker, artist, auntie, debate partner, disciplinarian, cheerleader, learning designer, speechwriter, mediator, tour guide and activist. We're not looking for cookie-cutter leaders: each member of the team brings something uniquely their own, shaping the role to reflect their passions and strengths.

We are thrilled to be recruiting the next generation of Advocacy Academy Changemakers. If you have a passing for social justice and young people - and are excited to bring the two together - keep reading.



JOB DESCRIPTION

TL;DR

Job Title	Changemaker
Salary and Location	See below
Contract	Temporary, Part-time one-year contract
Reports to	CEO/ Programmes Director

You will thrive in a fast paced, start-up environment, be hungry and highly motivated, with a sky-high standard for yourself and others. We're seeking someone creative, quick-thinking, charismatic, collaborative and driven; someone with a track-record of facilitating transformational learning moments, programmes or spaces. You will have a strong moral compass, experience of taking action to fight oppression, and a proven commitment to building people's capacity to challenge the injustice around them, and in their own heads and hearts.

REQUIRED DATES FOR 2019/2020

EVENT	DATES	HOURS
Summer Residential	August 20th - September 2nd	Residential
Autumn Residential	20th - 24th October	Residential
Winter Residential (London)	20th - 23rd December	Residential
Graduation Rehearsal	Saturday 11th January	10am-6pm
Graduation	Thursday 16th January	10am-11pm
Afterparty	Saturday 18th January	3pm-11pm
Friday Evening Gatherings	You will be required for three of the Fridays below: 6th September, 20th September, 11th October, 8th November, 22nd November, 6th December	3pm-11pm
Campaign Coaching	You will be required for three of the Fridays below: 13th September, 27th September, 4th October, 1st November, 15th November, 29th November, 13th December	3pm-11pm
Training	10th & 11th July (Summer), 26th September (Autumn), 18th November (Winter)	10am-8pm
Feedback & Away Days	16th September (Summer), 22nd January (Fellowship)	10am-10pm
Total: £5,000		
<p>On top of the contracted dates above, there may be other opportunities to design some of our workshops. Learning design work is agreed on an ad-hoc basis, paid at £12.00 an hour and invoiced monthly.</p> <p>The Advocacy Academy covers the cost of accommodation and food while on our programmes. We also cover travel to, from and during our programmes from within London.</p>		

KEY AREAS OF RESPONSIBILITY

Here are some of the big challenges we want you to take on:

BECOME A CORE MEMBER OF THE LEADERSHIP TEAM

- You'll help lead the most transformative youth social justice programme in the country, guiding our Advocates and Alumni towards real and lasting impact
- You'll be committed to achieving the broader vision of The Advocacy Academy and working to drive it forward
- You'll represent The Advocacy Academy at events, in the press and in activist circles
- You'll be part of a highly supportive staff team and will be expected to take part in daily meetings, reflective practice and critical feedback

DELIVER THE SOCIAL JUSTICE FELLOWSHIP JOURNEY

- You'll be super hands on: facilitating workshops, coaching Fellows, supporting younger staff, advising campaigning teams, participating in actions - and much more
- You'll deliver interactive workshops on issues from patriarchy to systemic racism to the housing sector
- You'll educate, inspire, challenge and support our Advocates, ensuring their growth and safety throughout the programme
- You'll build relationships of trust with each member of the cohort, ensuring they are fully engaged in all activities and moving them along their learning journey
- You'll run a nightly "Home Team", supporting a group of 5-8 Advocates to process the day and develop their reflective practice
- You'll support the Programme Director with our safeguarding work and, where necessary, our behaviour and discipline processes
- You'll live with other staff members throughout the residential elements of the programme
- You'll mentor a handful of "Youngers" (Alumni Changemakers) along their youth worker journeys
- You'll help build the relational culture of the Fellowship - one based as much around radical love as radical justice - to ensure we have a brilliant atmosphere for learning and growth

COORDINATE A SLICK FELLOWSHIP

- You'll support the Programme Director to maintain a suite of behind-the-scenes systems, databases and resources to keep things running like clockwork - from attendance to resources to finances
- You'll support the Programme Director to coordinate venues, food, travel and volunteers, to ensure learning can happen in the right place at the right time
- You'll work with the team to decorate spaces, organise resources, set-up rooms for workshops, coordinate content delivery, and take it all down again like we were never there

PERSON SPECIFICATION

- You believe in the potential of young people to change the world and are dedicated to helping them become more powerful agents of change
- You're already involved in the work of social justice/activism. You'll see your work at The Advocacy Academy as a way of life (maybe even a calling) and will happily spend your evenings and weekends leading programmes for our young people
- You've got experience facilitating workshops and maybe even designing transformative learning journeys. You will bring a wealth of pedagogical tools and tricks and you'll be obsessed with honing your craft as an educator - you love to listen to podcasts, seek out training opportunities, watch talks and read around the topic
- You're a master communicator: charming, persuasive, passionate and inspiring. From coaching Advocates to briefing before direct action, you'll know intuitively how to communicate effectively and build rapport easily

- You've got a deep understanding of, and a personal relationship with, issues of social justice – and an open address book of contacts in the social change world to draw from. From systemic racism to the housing crisis to the climate justice, you'll be aware of how systemic injustice operates in our society, clued-up and well-read on the big issues of our time, and committed to taking action to change them. We are looking for someone who is excited to be part of a team that is exploring how best to confront those issues both in the workplace and in the wider society
- You're a sensitive and thoughtful relationship-builder and organiser. You a great listener, and remember people's names, faces and stories
- You're enterprising and ready to graft. You'll be used to achieving a lot with a little. You're not afraid of working hard in pursuit of a big vision. You're excited to be working in a start-up environment, using hustle and initiative to build exceptional things from scratch with limited resources
- You're comfortable with conflict and have experience of managing difficult conversations to successful resolutions
- You're innovative and solutions-focused in the face of challenges and curve-balls

ESSENTIAL EXPERIENCE

- Experience of creative facilitation and interactive learning design
- Excellent communication skills, including strength in verbal communication
- A thorough understanding of social justice issues and history
- Experience organising for social change and strategic campaigning
- A strong network you're excited to tap for the programme and our Advocates
- Ability to develop younger leaders through training, coaching and feedback
- Experience of working in a fast-paced and demanding environment, ideally as part of a small team
- Experience working respectfully in marginalised communities. Our programmes prioritise those directly impacted by injustice and people from marginalised communities. You should be someone who understands how to work respectfully with and for people on the sharp end of systemic injustice in our society

DESIRABLE EXPERIENCE

- Experience safeguarding vulnerable young people
- Experience working directly with groups of young people aged 16-18 in a residential setting
- Experience in politics, campaigning or grassroots organising

PERSONAL CHARACTERISTICS

- You are passionate about, and committed to, creating a more fair, just and equal world
- You have a visionary, hopeful approach to justice based on Angela Davis' belief that "you have to act as if it were possible to radically transform the world. And you have to do it all the time"
- You are gutsy - you take risks and listen to your instincts
- You're authentic and live with integrity - you're open, honest and brave
- You're compassionate, respectful and value others peoples' views
- You are reliable and have follow through - you do what you say you'll do, when you say you will
- You pursue growth and display humility - you value feedback and being outside your comfort zone
- You see and believe in the potential of The Advocacy Academy and want to help us get there

HOW TO APPLY

EXCITED TO LEARN MORE?

We're running an "open house" for anyone interested in joining our Fellowship Team - whether as a Programme Director or a Changemaker. You'll have the chance to get a feel for our culture and learn more about our work in a relaxed environment while chatting to some of our Alumni, Changemakers and staff in our new Campus.

Date: Wednesday 17th April

Time: 7:00pm - 9:00pm

Location: The Advocacy Academy Campus, 5-7 Vining Street, London SW9 8QA

APPLICATION PROCESS

Candidates will need to send a CV and a supporting application addressing the following questions (no more than 1000 words for all questions). Candidates are welcome to present their supporting statement in an alternative format, such as a video.

1. Tell us about a social justice issue that makes you angry and why it matters to you.
2. Please describe a transformational activity/workshop/curriculum you have designed and delivered, and the journey it took participants on.
3. What else would you like us to know as we consider your candidacy for the Changemaker role?

In addition, please also provide information on your notice period and confirmation of your availability on the interview dates stated below.

KEY DATES

The closing date for applications is **midnight on Sunday 19th May**

Stage One: Screening call with an Advocacy Academy Changemaker (youth leader) w/c 20th May

Stage Two: Workshop with Alumni of The Advocacy Academy and written task on Thursday 30th or Friday 31st May

Stage Three: Panel interview on Monday 3rd or Tuesday 4th June

OUR PRIORITIES

As this role will involve working within marginalised communities, we are keen to receive applications from people within those communities. Particularly people of colour/BAME people, people who identify as being LGBTQIA, people who identify as working class or have done so in the past, people with disabilities, refugees and migrants, and people with mental health conditions.

We're not just committed to being an equal opportunity employer, we actively celebrate diversity in all its forms. Let us know if we can do anything to make the application or interview process more accessible. If you are invited to interview, we will at that point ask you for any accessibility requirements or preferences e.g. in the past individuals have requested extra reading time.

Finally, as an employer we make all reasonable adjustments to support employees in their work if they are disabled or have a health condition. We encourage you to read about the government's [Access to Work](#) scheme which could provide you with financial support to get the help you need to do all tasks successfully.

Unfortunately, as a small organisation, we are not able to support visa sponsorship at this stage.

All staff who work on our programme must have, prior to starting work, a returned satisfactory enhanced Disclosure and Barring Service (DBS) dated since 1 August 2017. The Advocacy Academy will assist the application for, and pay for the processing of, a new DBS for staff members where required. We welcome applications from people with convictions. We consider each person on their own merits and will consider any disclosed criminal record, taking into account all the circumstances.