



## **JD For Intersectional Feminist Boot Camp Trainers & Facilitators Teen Intersectional Feminist Boot Camp**

**Salary:** £25 per hour, over 40 hours (£1000)

**Location:** Remote working

**Structure:** Self employed consultant

**Hours:** 9am-5pm 24th-27th August, plus 7 hours in the week commencing 17th August and at least one hour after the 27th August for evaluation.

**Contact for Enquiries:** Martha Jephcott & Charlotte Fischer, Co-Directors,  
hello@loveandpower.co.uk

### **Introduction**

Thank you for exploring working with Love & Power, the home organisation of the Some Women Need to Walk campaign. Every volunteer, every person who joins us, every letter, and every action gets us closer to two things in feminist utopia - winning the campaign for emergency accommodation for survivors of domestic abuse, and building a community of feminist campaigners ready to take on the world. We're so grateful for you considering being part of it.

Love and Power is a new feminist organisation that has built the campaign Some Women Need To Walk. Some Women Need to Walk is a campaign for emergency accommodation for survivors of domestic abuse. In the past two months 80,000 people have taken action with the campaign – by signing a petition, taking part in a public action of 'donating' their daily exercise, writing to their MPs, or all of the above.

In the next four months we've got two aims. The first aim is building training that allows us to grow a community of feminists who are able and willing to take action. Our training is going to be delivered through regular hour long trainings and two multi day Intersectional Feminist Boot Camps (one for under 18s and one for adults), Our second aim is moving the campaign forward to ensure survivors of domestic abuse have a place to go when they need to leave. You can read more about us by going to [loveandpower.co.uk](https://www.loveandpower.co.uk) or see this Huffington Post profile of us at

[https://www.huffingtonpost.co.uk/entry/socially-distanced-protest-against-domestic-violence-looks-like\\_uk\\_5eaa8152c5b648d16202d2b1](https://www.huffingtonpost.co.uk/entry/socially-distanced-protest-against-domestic-violence-looks-like_uk_5eaa8152c5b648d16202d2b1)

## **What does the role of the facilitator involve?**

To realise Intersectional Feminist Bootcamp's full potential, we need someone exceptional to join us in the role of Bootcamp Trainer & Facilitator. As a Trainer & Facilitator, you will be responsible for working with the two Programme Directors to deliver Intersectional Feminist Bootcamp as the flagship programme that makes Love & Power a social justice institution known for training leaders capable of acting together in the public arena to change the world.

Guiding and being present for every moment of the participants' Bootcamp journey, you will be an exceptional educator excited to spend four days doing the deep work of turning a group of strangers into a powerful community of leaders. Our Trainers & Facilitators 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, processing partner, disciplinarian, cheerleader, learning designer, mediator, and activist.

## **Key Responsibilities:**

- You'll educate, inspire, challenge and support our participants, 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 will support the delivery of an intense four days of programming; as well as running specific sessions yourself
- You'll run a daily processing group to help those who want to talk about what they've learned digest their thinking
- You'll help build and hold the relational culture of Bootcamp to ensure we have a brilliant atmosphere for learning and growth
- You will feel confident in challenging conversations when they express harmful ideas, and know how to 'call in' and 'call out' and when to use each technique.
- You facilitate a learning environment that prioritises growth and utilises moments that are challenging as key learning opportunities
- You will be a point person amongst participants and speakers to deal with tech, life or speaker requests - often at short notice
- You will hold primary responsibility for doing the deep work of turning a group of strangers into a powerful community of leaders

- You will be prepared to hold a pastoral space if any of the teens require it (we mean this as a literal pastoral Zoom room available to the teens when they feel they need a break from or a conversation about the main programming. We are not expecting this person to act as a Safeguarding Lead, although alongside all staff you will have safeguarding responsibilities to comply with)
- You will set up, test and manage the online co-ordination - thinking ahead to hold logistical responsibilities for the day.
- You will understand safeguarding law as it relates to children; and be able to keep a friendly-but-not-friends, appropriate boundary as an educator for under 18s.
- You will understand how to hold, build, and direct energy of participants in long Zoom days, and can run 101 ice breakers and energisers to keep participants energy and focus where it needs to be
- You will be able to train online in an inspiring and informative way, writing and delivering anti- oppression workshops on intersectional feminist themes

### **Person Specification**

- You are passionate about, and committed to, creating a more fair, just and equal world
- You are friendly and solutions focused. You're committed to giving people a great impression of Love and Power to everyone who comes in contact with the organisation.
- You're a master communicator: charming, persuasive, passionate and inspiring. From running energisers, to welcoming external speakers to delivering sessions to supporting upset young people, you'll know intuitively how to communicate effectively and build rapport easily
- You have the legal right to work within the United Kingdom
- You're authentic and live with integrity - you're open, honest and brave
- You are reliable and have follow-through - you do what you say you'll do, when you say you will
- You have access to a working computer with video screen and microphone and reliable and high quality internet access.
- You pursue growth and display humility - you value feedback and being outside your comfort zone and are always willing to reflect, learn, grow and stretch yourself
- You see and believe in the potential of a feminist training programme for activism and want to help steer the ship
- You have a good sense of humour, even when telling a person the exact same thing for the fifth time that you've already written on four emails

- You are kind, and people who may be being brave in coming to come to feminist bootcamp themselves will feel bolstered after speaking to you
- You are not fearful of tension, knowing how to deploy it or confront it when necessary
- You have excellent written and spoken English
- You're innovative and solutions-focused in the face of challenges and curve-balls
- You are 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 already involved in the work of social justice/activism. You'll see your work at Intersectional Feminist Boot Camp as part of a way of life.
- 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 are an experienced trainer and facilitator. You've got experience facilitating workshops and maybe even designing transformative learning journeys, ideally with or for young people. 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 are comfortable working with a diverse group of people, and are committed to not enacting transphobic, homophobic, racist, or antisemitic behaviours
- You are resilient and understand that as a feminist organisation, we may attract unkind messages or even attempts to disrupt our programming. You feel comfortable recording these, interrupting them if they happen in live time, and escalating them
- You will have an excellent understanding of safeguarding responsibilities in relation to delivering training to children, and a current and active clear DBS check
- You will have experience delivering educational sessions, including to under 18s
- You will have a working understanding of anti oppression materials.

## **Experience Required**

- 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
- 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. 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 young people

## **How to Apply**

Candidates will need to send a CV, a supporting application letter answering the questions below and two referees' contact details (at least one from a former employer) addressing the following questions (no more than 1000 words for all questions) by midnight on the 6th August to [hello@loveandpower.co.uk](mailto:hello@loveandpower.co.uk) \*Please Note this is an extended deadline, some earlier copies would have had earlier dates for deadline. This deadline is the correct deadline\*

1. Tell us about a social justice issue that makes you angry and why it matters to you
2. What else would you like us to know as we consider your candidacy for the Trainer & Facilitator role? We'd appreciate any content or context that would be relevant for us to have and would showcase your interest and experiences. Make sure to include any explanation needed of the content within your email. We're open to it being in any form of media – if you want to send us links to youtube videos of you delivering training or session outlines that you've written, we'd love to see it.

*If you would prefer to submit this information by video or any other media, you are welcome to and we will treat it equally to every other application.*

We will be in touch for interviews with shortlisted candidates by the end of the day on the 7th August.

**We strongly welcome applicants from a Black or minority ethnic background, and women, men and non binary people are all welcome to apply for this role. This role is not appropriate for anyone with previous domestic abuse convictions.**