THE ADVOCACY ACADEMY

CHANGEMAKER
Information for Applicants

CONTACT FOR ENQUIRIES
Liz Ward - Programmes Director
Liz@TheAdvocacyAcademy.com
WELCOME

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

The Advocacy Academy is a transformational youth organising 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 a youth worker who dares to dream of a different world, or an activist educator who’s fired-up by the idea of shaping young people’s vision of the community they live in, we can’t wait to meet you.

In Power,

Liz Ward
Programmes Director
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. These statistics disproportionately affect young people from working class backgrounds - mounting generational disinterest in politics on the shoulders of young people who are at the blunt end of political decisions.

Valuable voices are missing from the conversations shaping our society, leading to policies 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 turn?

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.

“I won’t blindly accept what I learn at school as fact anymore because what I learned in the last 12 days told me more about society than my whole education has”  
Antonia, Class of 2020
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 community organising, creative campaigning and direct action, all with the beating heart of 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 400 hours of experiential education and collective action our Advocates learn to analyse the socio-political context of our community, identify innovative solutions to the injustices they have experienced and build their power to bring about change. Here are some of the moves they’ve made:

- Ilhan (Class of 2017) and a cross-cohort group of Advocates and Alumni have secured a £5.1 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.

- Zharinck, Cecilia and Krishmary (Class of 2019) connected with Alumni to form the LatinXcluded collective - successfully lobbying Lambeth Council and Kings College London to finally begin data collection of the LatinX community, taking the first steps to better representation.

- Fill In The Blanks Campaign (Class of 2020) hacked over 5000 newspapers to get decolonisation on the political agenda - and the meeting with the schools minister is in the diary.

“There is never an end to educating yourself. Being an ally to marginalised groups is crucial in dismantling systemic oppression. Words are your most powerful weapon” Gabs, Class of 2020

OUR ADVOCATES

We work with young people from South London who are ready to take action. They are all in either Year 11 or Year 12. Some come with a deep knowledge of social justice, some just come with an inexorable need to *do* something. All come with lived experience of the oppressions they’ve grown up around.

Since 2014, we have taken 126 young people from 38 South London schools through the Social Justice Leadership Fellowship and more than 2000 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.
THE ADVOCATES’ 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 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 exceptional team spends six months doing the deep work of turning a group of strangers into a powerful, close-knit community. Changemakers draw on their knowledge, experience and existence to deliver this transformational journey, and at any moment can find themselves wearing the hat of workshop facilitator, youth worker, artist, debate partner, disciplinarian, cheerleader, content creator, speechwriter, mediator, tour guide or 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.

If you have a passion for social justice and young people - and are excited to bring the two together - keep reading.
**JOB DESCRIPTION**

**TL;DR**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Changemaker</th>
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<tbody>
<tr>
<td>Salary</td>
<td>£8,160</td>
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<tr>
<td>Contract</td>
<td>Temporary, Part-time one-year contract</td>
</tr>
<tr>
<td>Reports to</td>
<td>Programmes Director</td>
</tr>
</tbody>
</table>

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.

**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 Advocates, 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 Programmes 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 Programmes 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 Programmes 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 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

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.

INTERVIEW DATES

*Please note that due to the Covid-19 pandemic the below timescales are subject to change*

The closing date for applications is midnight on Sunday 10th May

Stage One: Screening call with an Advocacy Academy Changemaker (youth leader) w/c 8th June

Stage Two: Workshop with Alumni of The Advocacy Academy, a written task and panel interview on w/c 15th June
**REQUIRED DATES**

The dates in the table on the following page are mandatory for Changemakers on the Fellowship. In addition to these dates, the role will require some independent time to prepare for and potentially design some workshops, and ad-hoc time to support Advocate campaigns.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>DATES</th>
<th>LOCATION</th>
<th>Time</th>
</tr>
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<tbody>
<tr>
<td>Summer residential training</td>
<td>7th - 9th July</td>
<td>7 Vining St, Brixton</td>
<td>Residential</td>
</tr>
<tr>
<td>Summer residential</td>
<td>18th - 1st September</td>
<td>Regent’s University</td>
<td>Residential</td>
</tr>
<tr>
<td>Summer residential feedback day</td>
<td>14th September</td>
<td>7 Vining St, Brixton</td>
<td>Residential</td>
</tr>
<tr>
<td>Friday Evening Gatherings</td>
<td>11th September, 18th September, 25th September, 2nd October, 9th October, 16th October, 23rd October, 6th November, 13th November, 20th November, 27th November, 4th December, 11th December</td>
<td>7 Vining St, Brixton</td>
<td>3pm - 11pm</td>
</tr>
<tr>
<td>Autumn residential training</td>
<td>22nd September</td>
<td>7 Vining St, Brixton</td>
<td>10am - 8pm</td>
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<tr>
<td>Autumn residential</td>
<td>25th - 30th October</td>
<td>The Chellington Centre, Bedford</td>
<td>Residential</td>
</tr>
<tr>
<td>Autumn residential feedback day</td>
<td>6th November</td>
<td>7 Vining St, Brixton</td>
<td>10am - 8pm</td>
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<tr>
<td>Winter residential training</td>
<td>17th November</td>
<td>7 Vining St, Brixton</td>
<td>10am - 8pm</td>
</tr>
<tr>
<td>Winter residential</td>
<td>19th - 22nd December</td>
<td>7 Vining St, Brixton</td>
<td>Residential</td>
</tr>
<tr>
<td>Graduation run-through</td>
<td>9th January 2021</td>
<td>7 Vining St, Brixton</td>
<td>11am - 9pm</td>
</tr>
<tr>
<td>Graduation</td>
<td>14th January 2021</td>
<td>TBC (Brixton)</td>
<td>10am - 11pm</td>
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<td>Graduation Afterparty</td>
<td>16th January 2021</td>
<td>7 Vining St, Brixton</td>
<td>11am - 11pm</td>
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<tr>
<td>Fellowship feedback day</td>
<td>20th January 2021</td>
<td>7 Vining St, Brixton</td>
<td>10am - 8pm</td>
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The Advocacy Academy covers the cost of accommodation and food while on our programmes. We also cover travel to, from and during our programmes.
NOTHING ABOUT US, WITHOUT US
REPRESENTATION MATTERS

A core value at The Advocacy Academy is that we believe that there ain’t nothing about us, without us. We aim to be representative of the community we are working with. We encourage applications from people of colour, those who identify as LGBTQIA, working class as well as differently abled people, those living with mental health conditions, refugees and migrants. We welcome people from all identities who are made to feel marginalised. Whilst these applications are encouraged, this particular role at The Advocacy Academy presents some limits that may mean it is not suitable for some applicants. This includes:

- Long working hours whilst delivering The Fellowship
- Flexible timetables, which may need to be changed at short notice (especially when taking part in Direct Action)
- Workshops that require movement (but adaptations are possible)
- Irregular break patterns
- Confident understanding of the English language

If you have any questions please do not hesitate to contact our Programmes Director liz@TheAdvocacyAcademy.com.

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. We are happy to facilitate Access to Work assessments and reclaims, and would actively welcome applicants who would need this in order to do the job.

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 2020. 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.

GOT QUESTIONS?

Love the sound of this but have something to say? No worries! Book a time slot with our Programmes Director Liz. Contact her by email on: liz@TheAdvocacyAcademy.com