

HIRING: Netpol Communications Coordinator (12 month parental leave cover)

The Network for Police Monitoring (Netpol) is looking for an exceptional communicator with great digital skills who can engage grassroots campaigns across Britain. This is a 12 month post to cover a staff member away on parental leave. You will be joining a small but ambitious organisation, working alongside two other team members.

In 2022, we will be working to challenge the Policing Bill as it becomes an Act, pushing back against intrusive police surveillance of campaigners, and providing responsive support to communities and campaigners across the UK as they resist police power. If you're passionate and committed to Netpol's mission, we'd like to hear from you.

Post details

Job title: Netpol Communications Coordinator

Contract type: One year post (parental leave cover), part time

Reports to: Netpol Steering Group

Existing staff team: Netpol Project and Campaigns Coordinator, Research Fellow with the Article 11 Trust

Working hours: 17.5 hours a week (0.5 FTE)

Starting salary: £18,083.48 per annum (£36,166.95 pro-rata) if based in London. Without London weighting this is £16,275.13 (£32,550.26 pro-rata)

Location: Home working with occasional travel to London for Steering Group meetings / other UK cities as required

Deadline for applications: 10am GMT Friday 25 February

Interviews: Wednesday 9 March

Start date: Mid / late April. We are aiming for a week handover period with the existing staff member

Post summary

As our Communications Coordinator, Netpol wants you to help us grow our social media platforms and email list by designing and creating great fundraising and campaigns content. We also want you to help us build our media reach, improve our website content and grow our supporter fundraising base.

As we are a small team, the role will be wide-ranging and needs someone that takes the initiative and is able to get involved in all areas of Netpol's work including campaign strategy and some organisational management to support the day-to-day running of the organisation.

About you

You will have first-hand experience of campaigning, have organised at a grassroots level, and will have an understanding of the main violations and abuses faced by people in both community and public order (protest movement) policing. Your experience might come from informal or volunteer settings as well as paid work, or from your lived experience of policing. You understand the importance of solidarity, and of standing with and amplifying the voices of people denied their rights by the state.

You will have excellent communication skills, including online communications in the context of campaigning and fundraising. You will be working alongside a small, collaborative team who will input into plans and ideas, but you will be largely self-managed so you need to be able to take responsibility for tasks and have excellent organisational skills.

We are open to people of every background - what matters is your commitment to Netpol's aims and your ability to do the job. We encourage all candidates who meet the essential criteria to apply.

About Netpol

Netpol (the Network for Police Monitoring) brings together many of Britain's most experienced activists, campaigners, lawyers and researchers to challenge disproportionate or excessive policing and defend the right to freedom of assembly and expression. It is a non-profit company limited by guarantee and is managed by a ten-member steering group, who have extensive experience in the legal, academic and charity fields. Their knowledge and skills on policing and civil rights is drawn from activism in groups including Green & Black Cross, Newham Monitoring Project and the Legal Defence Monitoring Group.

Additionally, the Netpol Lawyers Group brings together many of leading human rights barristers and solicitors in England, Wales and Scotland, providing support for Netpol's work.

Netpol currently employ one part-time (28 hours a week) Coordinator, who will work closely alongside you on the day-to-day running of the organisation. Together, you will form Netpol's two – person staff team.

Netpol also works closely with the Article 11 Trust, a UK-based charitable organisation working to defend and advance the rights to freedom of assembly and association under Article 11 of the European Convention on Human Rights (ECHR). Article 11 trust currently employ a research fellow who works closely alongside the Netpol team, researching human rights issues and supporting Netpol by providing

evidence-based research and policy recommendations.

To apply

Please send the following to to netpolrecruitment@protonmail.com.

- Your CV (two pages maximum, word, open office or pdf file).
- A letter (2 pages maximum) about yourself, your activist/campaigning experience and outlining how you meet the person specification criteria (word, open office or pdf file). Please use examples to draw particular attention to experience, knowledge, achievements and skills gained in past employment or voluntary/leisure activities, provided they are relevant to the post. We recommend using the [Situation, Task, Action, Result model](#) to do this for each competency.
- Equal opportunities monitoring form.
- An example email you have drafted to go out to our email list with the aim of encouraging our supporters to make a regular donation to Netpol (word, open office or pdf file).
- Up to three relevant example/s of your graphic, video, website or other digital campaigns work. If these were produced in collaboration, please include a few sentences to explain your personal role in the creation. Please be aware that the panel do not have access to specialist design or editing software, so choose file types which are easy to view.

Job description

Key responsibilities:

Website

- Manage the website structure and content in Wordpress.
- Create, edit and upload and digital content.
- Manage the Netpol Solicitors List.

Supporter engagement

- Manage email communication with our supporters, building contacts and encouraging support engagement in campaigns and online actions with measurable impact.
- Oversee and ensure best practice in email content, testing, delivery and response rates.

Social media

- Manage our social media platforms (Facebook, Twitter, Instagram).
- Create and edit videos and graphics.

Media

- General media monitoring of relevant news & press opportunities, tracking Netpol's appearances in the media.
- Contributing to press releases and press strategies.
- Occasionally responsible for the media phone and speaking to the media about our work.

Fundraising:

- Lead on supporter giving strategy for Netpol.
- Contribute to funding bids.

Campaigning

- Develop both digital and physical resources for Netpol campaigns.
- Drive grassroots digital participation in our campaigns.
- Take up campaigning responsibilities when required.

General

- Take on other responsibilities at the discretion of the Steering Group.

Person specification

Essential:

- Experience of managing social media accounts for an organisation, using best practice and innovative content to drive engagement.
- Experience in writing persuasive content and creating compelling messaging for a variety of audiences and across multiple digital channels.
- Experience of managing website CMS.
- Experience in developing and delivering strategies for using your excellent digital communication skills that will engage activists.
- Self-organised and accountable, with proven organisational and time-management skills and the ability to manage multiple projects and deadlines.
- 2+ years' experience in campaigns, supporter-based fundraising, direct action protest and/or communications.
- Demonstrable commitment to Netpol's cause.

Desirable:

- Knowledge of policing issues, either in the context of protest movements or at a community level. This can include your lived experience of policing.
- Experience of managing supporter giving.
- Proven ability to produce written, audio, graphic, and video content.
- Ability to monitor and analyse performance data from digital communication channels.
- Experience of working with CRMs.