

Development Lead

Salary - £43,000 to £46,000 FTE

When people join us, their starting salary is normally at the bottom of the scale. We would consider a proposal for this to be different if you can make a strong case based on your previous experience. We give annual increments of £1,000 until the top of the scale is reached, and we agree an annual inflation uplift.

Hours - 28 hours over four days, which is our full-time working week.

We also welcome part-time and job-share applications.

Working arrangements - We are a four-day week employer with flexible working arrangements.

Annual leave - 25 days (i.e. 6.25 weeks) plus bank holidays, pro rata.

Pension - 8% employer pension contribution.

Contract - Permanent.

Location - At least half of your working time will be based in Middleton. You can work from home or elsewhere for the rest. We are currently based at the Lighthouse Project in Middleton Shopping Centre.

The Role

Middleton Co-operating is a sociocratic Community Benefit Society that aims to do good things in our town. We operate through a number of separate but connected “circles” that focus on specific areas of work.

Our busiest circles and areas of work currently include Housing Justice, Arts and Culture, Town Centre Regeneration, Energy, Greater Manchester Living Income Campaign and addiction recovery/mental health.

We want to consolidate and strengthen these current areas of work, and develop new circles around green spaces, early years/childcare, transport, food, adult care, youth spaces, advice, work and skills, migration & sanctuary support and other areas of the foundational economy that don't currently work well for local people.

We're looking for someone to help drive our vision for making life better for people in Middleton.

Development Lead

Our new Development Lead will join our existing core team to help develop and deliver our strategy, build our organisational capacity, and coordinate and energise our current circles while developing new ones.

You will enable people to work collaboratively while embedding social justice principles, community power, co-operative values, equity and inclusion into everyday practice.

You will play a key role in our organisational development, learning and strategic thinking - connecting our work to the local, regional and national networks we are part of.

The role requires an experienced community-focused person with a track record of leadership with/in community-led organisations, co-operatives, social enterprises or similar environments.

Core responsibilities

- Co-lead our strategy, partnerships and relationship-building, and operational delivery.
- Facilitate and support the work of our circles and our circle facilitators through a community organising approach, embedding co-operative and caring ways of working alongside principles of ownership, community power and community wealth building.
- Contribute to the development of our organisation's "internal" operations, taking the lead where appropriate on:
 - Governance.
 - Finance and budgets.
 - Policies and processes.
 - Learning and evaluation.
 - Events and community engagement.
- Support our team's development in caring, compassionate and inclusive ways.

Wider responsibilities

You will be willing to:

- Learn, explore, take part in organisation-wide work and adventures.
- Be guided by social justice and anti-oppressive practice.
- Challenge behaviour that reproduces harm, including classist, ableist, colourist, racist, homophobic, transphobic or sexist behaviour.

We expect everyone to:

- Care for each other.
- Be curious, listen well and share space.
- Challenge people when they are out of line.
- Learn and have fun.

Person Specification

If you see yourself doing this role, we encourage you to apply even when you have gathered your skills and experience through a range of routes.

We are committed to recruiting fairly, transparently and inclusively, and to removing barriers that might disadvantage people whose skills and experience have come through less traditional routes.

Your supporting statement, any interviews and any other tasks or activities give you the opportunity to show us your skills, experience and knowledge against the criteria below.

Essential: these are the things you need to demonstrate to be considered for the role.

Desirable: these are things we would ideally like, but please still apply if you do not meet all of them.

Essential:

- You understand the limits of current national and local economic models and have sound knowledge of the new economy approaches including community wealth building, co-operation, community ownership and community power.
- You have a strong commitment to solidarity, social justice, equity, inclusion and anti-oppressive practice.
- You have experience of supporting projects from idea to completion including set-up, project planning, financial management, governance and policies.
- You have experience of organisational learning and recognising and demonstrating success beyond the usual outcome measures.
- You are an experienced, relationship-centred leader who can listen with empathy, help team members grow and learn, and work supportively with everyone involved in our circles.
- You understand the importance of wellbeing, self-care, and reflective practice.
- You are an experienced facilitator who can confidently enable meetings, conversations and gatherings in caring, supportive and inclusive ways.
- You are a confident communicator who can:
 - share information in a way that makes sense to the different people we work with, from grassroots communities to people working in larger systems.
 - challenge constructively when individuals and organisations behave in an extractive, excluding or exploitative way.
- You are able to work in different styles and paces, from autonomous decision-making and time and workload planning to peer support and active, mutually supportive teamwork.

Desirable

- You already have a connection to Middleton.
- You have a lived experience of the challenges that we're trying to address through our different circles.
- You have experience of organising, planning and delivering events.
- You have experience of working in less hierarchical, consent- or consensus-based spaces and can support others to work in this way.