



## The Anti-Tribalism Movement

<b>Vacancy</b>	<b>Housing Advocacy Officer</b>
<b>Salary</b>	£20,000 per annum (London Living Wage)
<b>Location</b>	London
<b>Contract Type</b>	3-year fixed term contract
<b>Hours</b>	21 hours per week (Three Days a week)
<b>Who are we?</b>	The Anti-Tribalism Movement is a non-profit organisation committed to tackling tribalism and promoting fairer and more equitable societies. With over 10 years' experience of providing advocacy, support and specialist services to tackle tribalism and promote fairer societies.
<b>The role</b>	

We are looking for a dedicated Housing Advocacy Officer who empowers communities to gain control over their environments by making community voices heard effectively in regeneration processes. We are looking for someone who can build a coalition of like-minded organisations to change mindsets amongst decision-makers and be a presence of community voice within policy-making spaces leading to equitable regeneration policy and practice.

This project is for continuing our work with strengthening the voice of disadvantaged communities in regeneration processes through empowerment, advocacy, and coalition building. It will expand our previous work by also seeking to change institutional mindsets to be receptive to BAME voices, thus achieving fair community-friendly regeneration. The housing Advocacy Officer will work with 60 BAME residents from London estates facing potential redevelopment, and 21 decisionmakers in institutions facilitating regeneration projects. Beneficiaries are likely to be from Horn of Africa communities (where ATM is best known). Many are likely to be women, as minority women often take responsibility for family housing issues.

### Responsibilities

#### 1- Working with Beneficiaries

**AXIS 1: COMMUNITY EMPOWERMENT-** This has been a highly successful component of our current Trust for London-funded project and is helping address the accountability gap between residents and regeneration actors. In the continuation phase, we want to strategically scale up this work by making knowledge- and confidence-building training available to residents across London from all BAME communities, and building advocacy coalitions between BAME communities facing similar problems and wanting similar change.

**1.1 Activity 1: Knowledge-building-** You will facilitate training for 60 BAME residents from across London who will become Housing Champions throughout the 3 year. You will work with Housing Champions to build their confidence to engage with decision-makers. You will work with trainees who will operationalise their learning through a practical social action project such as setting up resident associations or holding awareness-raising events for developers.

**1.2 Activity 2: Knowledge-transfer – You will work with** trained Housing Champions to reach other residents through community events, face-to-face meetings, Zoom webinars, or social media.

**1.3 Activity 3: Coalition-building You will work with** target communities to connect with neighbouring communities seeking similar change to help amplify our advocacy asks.

**AXIS 2: INSTITUTIONAL CHANGE-** For change and accountability to be sustainable, empowered communities need to be met with positivity in decisionmakers. As part of this project, you will support decision-

makers to understand why they must, and how they can, listen to the needs of diverse communities via the following activities:

**2.1 Activity 4: Positive stakeholder engagement-** You will facilitate regular engagements between the Housing Advocacy Officer, Housing Champions, and regeneration decision-makers to provide a safe space to consult with BAME communities in regeneration areas.

**2.2 Activity 5: Strategic placements** You will place 3 Housing Champions per year in regeneration-related institutions. This will bring minority representation into influencing forums, ensuring that community voices can positively influence regeneration practice and policy. ATM will pay a stipend to the placed Housing Champion by helping to cover the cost of travel, food, and childcare.

### 2- Working within ATM

- Participate in office duties such as answering the telephone and dealing with enquiries as required.
- Take part in ATM outreach, events and fund-raising activities when required.
- Attend regular supervision meeting with the Line Manager.
- Comply and assist with project monitoring as required by the funder, including conducting an assessment of client outcomes and satisfaction with the service.

### 3- Service development

- Develop links with statutory providers and voluntary sector services in London, to ensure clients receive a high-quality desired outcome.
- Undertake outreach to BAME community Centers and other areas, as part of ATM's outreach policy.

### 4- General

- Implement ATM's Equal Opportunities Policy and ensure an anti-discriminatory approach to all aspects of this role.
- Keep accurate records of your work and provide reports to ATM and other agencies as requested.
- Perform other duties appropriate to the post as requested by your line manager.
- To work flexible hours including occasional evening/weekend meetings/events.

### Experience or Knowledge: Essential (E) and Preferred (P)

Deep understanding and/or lived experience of housing inequalities in the U. K	P
Experience of advocating for clients, risk and needs assessment and providing support especially with BAME communities	E
Experience in maintaining client confidentiality	E
Knowledge of relevant legislation relating to housing and regenerations	E
Knowledge of the issues relating to the Somali/Horn of African communities in relation to Housing and	E
Experience of liaising with a variety of statutory and voluntary agencies	P
Strong and demonstrable commitment to diversity in its widest sense including recognition of the different needs and experiences of communities.	E
Experience of delivering project on expected outcomes, time and budget	E
<b>SKILLS</b>	
Excellent written and verbal communication skills	E
Ability to be administratively self-servicing and computer literate, preferably using an electronic database system and using social media.	E
Ability to advocate clearly on behalf of clients	E
Ability to manage the project and other responsibilities where required	E
<b>QUALIFICATIONS</b>	

Undergraduate degree in sociology, law or other relevant degree	P
Formal/informal training in a range of issues relating to Housing and regenerations	P
Evidence of continuing professional development	E
Willingness to attend regular evening meeting/sessions and to travel throughout London	E

## OUR HISTORY

The Anti-Tribalism Movement was established to fight tribe-based conflict, discrimination and inequalities. Since then, it has grown into an international force with 140,000 supporters that strive to combat prejudice, tribalism, inequality, and violence around the world. As individuals who have either experienced the Somali Civil War first-hand or whose families were affected, we understand the devastation that tribalism and other forms of divisions can cause. Too many lives are still limited, controlled and even threatened because of these differences. While celebrating the differences between communities we are aware of how these same differences can be manipulated and exploited for destructive purposes. With this knowledge, we have created a safe space for members and communities to reflect on how tribalism and inequality has impacted their lives and how they can reframe their relationships with people from other backgrounds.

With a dynamic support base, we have managed to spread the message of Anti-Tribalism Movement within targeted communities and beyond. Our members are drawn from all segments of society and backgrounds who have enabled us to combat tribalism and inequality over the last 10 years. We are eager to attract even more members and expand the breadth and depth of our work.

### Our Values

<b>Impartiality</b>	<b>Transparent</b>
We believe to base our decisions on objective criteria, rather than on the basis of bias, tribalism, prejudice or preferences.	We timely and reliably disclosure ATM's performance information including financial and value for money.
<b>Credibility</b>	<b>Commitment</b>
We believe to earn respect and trust through our programs with tangible outcomes by sharing lessons learnt, achievements.	We believe that to achieve societies free from tribalism and inequalities is a timely process. That's why we make long-term commitments to people to resolve tribalism and social inequality and promote tolerant and inclusive societies.

Please apply by sending your CV and a Covering Letter to [info@theatm.org](mailto:info@theatm.org) by 26<sup>th</sup> of March 2021. More information regarding the work of Anti-Tribalism Movement and our current programs, please visit: [www.theatm.org](http://www.theatm.org)

