



The Anti-Tribalism Movement

Vacancy	DONTJUDGEDONTLABEL Project Officer
Salary	£20,000 per annum (London Living Wage)
Location	London
Contract Type	3-year fixed term contract
Hours	21 hours per week (Three Days a week)
Who are we?	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.
The role	

DONTJUDGEDONTLABEL project will counter hate through changing the mind-set of young people. We will do this by expanding our very successful pilot program – DONTJUDGEDONTLABEL. The creative campaign will use images of people's faces with stamps labelled on them that stereotypically are associated with them or communities. The pictures are accompanied by short messages that challenge these negative labels either, by expressing the harmful consequences of these labels (increased bullying, discrimination, hate crime, etc), or by expressing why these labels are far from the truth (e.g. the person depicted is actually a brain surgeon who has saved hundreds of lives). Our messaging is designed to make people see and feel the injustice of negative labelling and to embrace a mind-set of not judging and labelling.

DONTJUDGEDONTLABEL is one of the first projects of its kind to directly tackle prejudice, fear and ignorance based upon conscious and unconscious labelling. We are combining online and offline methods to ensure maximum reach and impact. We have designed this project based on our personal experiences of prejudice and work against all forms of inequality including tribalism.

DJDL will work with schools within 9 boroughs of West London, supporting 120 secondary school pupils over the next 3 years to resist, stand-up and challenge urban myths, ignorance, fear, prejudice, discrimination and hate crime by saying no as young DJDL champions. After being equipped with skills and practical tools, young participants will become DJDL champions to cascade learnings by organising online and offline social action activities to raise their voice against all forms of hate.

We are looking for a highly motivated person with excellent organisational and communication skills. You will have proven experience of; empowering diverse networks of young people; working with young people with challenging viewpoints; a successful track record of working effectively with a range of external organisations and professionals to champion and influence change at a strategic level. You will be joining a highly successful organisation with a reputation in the field of fostering tolerance, making this an outstanding career opportunity for the right applicant.

You will be available to regularly work weekends and evenings to manage and attend events with young people.

Responsibilities

You will:

- Undertake relevant risk assessments and safeguarding procedures to safeguard young participants and partners involved.
- Engage schools and other partners to recruit young people into the project
- Plan, manage and deliver workshops for young people to counter prejudice, hate and intolerant views across 9 boroughs in London.
- Develop training and resources for young people
- Build relationships with a range of stakeholders across the young people's workforce and beyond
- Work with young participants to access further opportunities and make the relevant referrals if it is appropriate.
- Work with schools and partners to develop systems and action plans to root out intolerant views.
- Develop engaging and accessible digital toolkits for schools and other partners to deliver their own DJDL workshops.
- Support and develop young people to become champions and ambassadors for DJDL and Support range of stakeholders to develop sustainable and meaningful engagement activities for young people to be active DJDL champions.
- Proactively build positive relationships with young people, their families and teachers/youth workers by being visible, accessible, contactable, and providing a consistent opportunity for young people.
- Committed and passionate about ATM values and strategic directions of facilitating a tolerant and fairer society.
- Complete all required documentation accurately and within agreed timescales to ensure that contract requirements are met
- Work with other structures to influence change at a strategic level in hate crime

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 meetings with the line manager.
- Comply and assist with project monitoring as required by the funder, including assessing client outcomes and satisfaction with the service.

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)

Successful track record of working effectively with a range of external organisations and professionals to champion and influence change.	P
Experience of advocating for clients, risk assessment and providing support for young people	E
Experience in maintaining client confidentiality	E
Knowledge of relevant legislation relating to hate crime and intolerant views	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

SKILLS

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

OUR HISTORY

The Anti-Tribalism Movement is a non-profit organisation committed to tackling tribal discrimination and promoting fairer and more equitable societies. We work towards this mission through five thematic priorities: fostering tolerance, encouraging dialogue, producing leaders, and undertaking community research to influence institutional policies and practice.

Our Values

Impartiality We believe to base our decisions on objective criteria, rather than based on bias, tribalism, prejudice or preferences.	Transparent We timely and reliably disclose ATM's performance information including financial and value for money.
Credibility We believe to earn respect and trust through our programs with tangible outcomes by sharing lessons learnt, achievements.	Commitment 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 by **15th December 2021** More information regarding the work of Anti-Tribalism Movement and our current programs, please visit: www.theatm.org

