



## **Youth Land Justice Mobiliser based in Gloucestershire**

**Hours:** 1.5 day (12 hours) per week.

**Duration:** 3 years

**Location:** Working remotely with the capacity for travel across Gloucestershire. Support will be provided to enable travel.

**Remuneration:**\* £8,736 gross annual salary PAYE (£29,120 pro rata). With 1.5% annual increase, subject to review. Statutory pension contribution and holiday allowance.

**Closing date for applications:** Midnight March 28th, 2021

**Interview period:** April 6th - 9th 2021

**Start date:** April, 2021 or as soon as possible thereafter

**Website:** [landworkersalliance.org.uk](http://landworkersalliance.org.uk)

*\*The LWA has a pay parity policy and flat payment structure, with all workers paid at the same rate.*

### **Role overview and job description:**

The Landworkers' Alliance (LWA) are seeking to recruit a Youth Land Justice Mobiliser on the ground in Gloucestershire to recruit and inspire BPOC youth and young people from disadvantaged backgrounds to consider careers in food, farming, forestry and other land based work. This role is a key part of delivering a three year project called "Activation of Land Justice" being delivered by a partnership between The Landworkers Alliance, Land in Our Names, the Local Equality Commission, FLAME, the Rewild Project and Kiondo.

The project is a programme of events over the next 3 years to build the agroecology movement; food, climate and racial justice; empowerment of people of colour and youth; and skills for new entrant farmers and foresters. Each event will inspire new entrants to the food and farming sector and break down the barriers to entry for new entrants from under-represented communities.

These are the organisations involved in the project:

- **Landworkers' Alliance (LWA)** is a union of farmers, growers, foresters and land-based workers operating across the UK. Our mission is to improve the livelihoods of our members and create a better food and land-use system for everyone. We have a vision of a future where producers can work with dignity to earn a decent living and everyone can access local, healthy and affordable food, fuel and fibre - a food and land-use system based on agroecology and food sovereignty that furthers social and environmental justice.
- **FLAME** is a youth movement for food and climate justice seeking to build an activist and social media presence to influence a new generation of eco- farmers, encourage healthy eating and build solutions to food poverty facing young people in a way that helps young people feel like they can make decisions about their future.
- **Land In Our Names (LION)** is a grassroots, black-led collective that organises around environmental and land justice issues, particularly as they relate to black people in England.
- **The Local Equality Commission (LEC)** is a Forest of Dean based organisation, formed after the local BLM protests, who are working for racial justice in rural areas. They seek to educate and advocate for economic justice because economic empowerment is the cornerstone of systemic equality and social transformation.
- **The Rewild Project** in the Forest of Dean aims to revive traditional, land-based skills to connect people to ways of living off the land.
- **Kiondo** is a design agency specialising in facilitating the preliminary work that needs to be done in parallel to activating and connecting farmers to communities. They capture the



culturally specific needs of diverse communities and help new farmers with allotments, rural, peri-urban and community farms build those needs into farm design.

The Youth Land Justice Mobiliser will work as part of this dynamic team to deliver a programme of work in Gloucestershire based on events to activate land justice.

This Youth Land Justice Mobiliser will specifically be responsible for:

- identifying and inspiring youth, especially BPOC youth and those from disadvantaged backgrounds, who are interested in careers in forestry, food, farming and land work throughout Gloucestershire
- supporting those youth in attending the programme of events about food and farming within the county which are being organised by the team.
- supporting those young people to find training, financial resources and opportunities for access to land. This may include identifying opportunities for the development of a land trust in Gloucestershire to facilitate access to land by new entrants.

The Youth Land Justice Mobiliser will also work with the other members of the team to develop the content and framing of the events as well as the communication and delivery so that the events are accessible and useful to youth.

### **Mode of Working:**

The Youth Land Justice Mobiliser will be directly hired by the Landworkers' Alliance and be directly responsible to the project manager but also liaise with the representatives of the other organisations involved in this project. The LWA is a members' cooperative represented by a Coordinating Group of directors elected by those members at the Annual General Meeting. The Coordinating Group steers the strategic, financial, governance and political work of the organisation and is also legally responsible for the management and operation of the LWA. Staff work in line with cooperative principles and in addition to specific job responsibilities may be required to participate in General Meetings and work teams as part of their hours, or additional paid time if needed.

The LWA does not have a centralised office and our staff work remotely but will be required to attend meetings that take place in various locations around the country. Reasonable travel costs will be covered in addition to the salary however, this means candidates must have the skills and confidence to work remotely as part of a diverse team and a proven capacity to self-manage and work autonomously.

We are committed to our [Equality and Diversity Statement](#) and we welcome and encourage applications from anyone interested in this role who feels they have the relevant experience and skills. We particularly encourage applications from underrepresented and marginalised communities.

### **Specific responsibilities of this role will be:**

- Working with the project manager and the project team.
- Outreach to youth in Gloucestershire, especially BPOC youth and those from disadvantaged and marginalised backgrounds to urge them to attend the project events.
- Finding opportunities for youth interested in food, farming and forestry for training, apprenticeships, access to land.
- Supporting young new entrants with logistical barriers to starting a farm business including business plans, loan applications, etc. by signposting them to support resources.
- Liaising with allies and other organisations to support opportunities for youth to engage in land based work.



- Liaising and working with colleagues across the LWA to maximise the success and impact of the project.
- Ensuring events are accessible to a diverse audience of youth and ensuring the voices of youth are heard and can participate.
- Ensuring all aspects of engagement with youth are delivered in line with the values and ethos of LWA.

**Person Specification:**

We hope to appoint someone for this role who has the following skills, experiences and attributes:

- Must live in Gloucestershire or within an hour's drive in a surrounding county.
- Experience of working with young people, especially with BPOC youth and those from marginalised backgrounds.
- Experience of building relationships with, working with and empowering BPOC youth.
- Ability to travel for meetings and events.
- Must hold a clean driving licence and access to a vehicle to travel to remote locations. If support is needed to facilitate access to a vehicle this can be arranged.
- The ability to work in a diverse team, develop work plans, monitor progress, self-manage, work autonomously where necessary and report on work done to the Coordinating Group.
- Skilled in using multiple communication tools and social media platforms for promotion and engagement.
- A skilled facilitator who can ensure inclusivity and participation, guiding participants to useful outcomes (we can provide training and capacity building for this).
- A willingness to learn about the politics around food and land and systemic barriers to accessing food and land. Support will be provided to gain knowledge about the concept of land justice.
- Enthusiastic and patient.

**To apply please send your CV and a cover letter by  
Mar.28,2021 to: [jyoti.fernandes@landworkersalliance.org.uk](mailto:jyoti.fernandes@landworkersalliance.org.uk)**