

Aberfeldy Big Local

Community Organiser & Regeneration Lead

- **Location:** Aberfeldy, Tower Hamlets and QSA's offices in Bethnal Green.
- **Responsible to:** Aberfeldy Big Local Project Manager and QSA Community Change Manager
- **Salary:** Full time £36,576 to part time £25,400
- **Hours:** Full time 36 hours a week to part time 25 hours per week
- **Leave:** 25 days holiday per annum plus bank holidays pro rata

How to apply

We're keen to make our recruitment process clear and transparent. Firstly, by 9am on **Monday 20 June**, we'd like you to send (to info@qsa.org.uk) the following two documents:

- Your CV, highlighting the areas of your experience pertinent to this role.
- Your supporting statement, explaining why you want this role and how you have the experience, skills and values we're looking for. You will find this within our person specification further on in this pack. We'd encourage you to demonstrate why you'd be a great fit, but also be honest with us if you feel there are some aspects of the role you have less experience in.
- We also invite you to complete our online [equality and diversity monitoring form](#)

We're holding interviews in the **week beginning Monday 4 July (to be confirmed)**, ideally in person, in Bethnal Green or in Aberfeldy – however we can accommodate Zoom too. To enable all candidates to come to the interview well prepared, we'll send you the interview questions the day before. We're hoping to be able to make decisions that day, but if we've got a couple of particularly strong candidates, we may want to speak with you again.

Being a diverse and inclusive organisation is very important to us. We actively encourage and welcome applications from candidates of diverse cultures, perspectives and lived experiences. We hope you find this job pack clear and welcoming and indeed, should you apply for this role, that you find the same to be true of our whole recruitment process. Please do let us know if you don't. We would genuinely welcome the feedback.

About Aberfeldy Big Local

Aberfeldy Big Local (ABL) is a community project, working to make the Aberfeldy area in Poplar, Tower Hamlets a better place to live. ABL is part of the Big Local programme, a 10-year initiative, running till early 2026, giving 150 areas across the UK £1 million of Lottery money to make positive changes to their community. Each area forms a partnership group of residents and decides how to spend their funds. Many, like Aberfeldy Big Local, decide to employ staff to bring their ambitions to life.

About the role

We are seeking an experienced and passionate community development lead who understands the issues that large scale housing regeneration can pose for local communities. Aberfeldy is going through a massive period of development with three schemes in development which would transform the area by increasing the population by about 15,000 people. The effects will be huge. The residents of Aberfeldy struggle to keep up with the ever-changing plans and consultations that are taking place. This role will be vital in keep abreast of each of the developers' plans to better inform and enable responses from ABL or the community as a whole.

This fits in with ABL's passion for community organising and amplifying community voice. This role will work creatively, building the opportunity for 'people power', liaising with local hobbyists, tenant action groups, to 'friends of' local parks entities, to strengthen the voice of local people interested in promoting a good life in the area.

We're looking for someone who prides themselves on building warm and successful relationships with others. You will be practical, creative and hands on, as well as able to understand and produce high level reports, especially around regeneration. You'll have a strong understanding of community development work and a passion for resident voice and community organising.

What are the priorities for Aberfeldy Big Local?

- **People:** To build a strong and confident community we will invest in our people to become active in local life, taking the lead on activities and events that bring people together and build community spirit. We will invest in our young people to have a brighter future.
- **Places:** A community needs vibrant, authentic, and welcoming places for people to meet and mix. We will conserve and develop the places where we mix with our neighbours, build new relationships, and develop a sense of belonging to Aberfeldy.
- **Power:** We will build the power of residents to influence the changes taking place in the area and make sure that the future benefits everybody. We'll do this by connecting with local organisations, supporting them to build their capacity and developing the community's voice to be heard on an equal footing with developers, the local council, and other agencies.

About Quaker Social Action

Quaker Social Action is an east London charity tackling poverty and social exclusion. As the Local Trusted Organisation (LTO), QSA is accountable to Local Trust for the use of the Big Local funding, as well as providing governance and personnel support to the Aberfeldy Big Local partnership.

Role description

Purpose of post: To support resident representation and community organisation in Aberfeldy around the three regeneration schemes

To follow the three regeneration schemes developments closely, and to work out the impact of each and every change and communicate this to the Aberfeldy Big Local partnership board and residents – with the aim of making the local area an even better place to live

To create and develop opportunities for building and amplifying community voices and power across a wide range of issues and settings

Partnerships

1. To work closely with the ABL partnership board to understand their ambitions and vision for their community.
2. To work with the three regeneration schemes, attending meetings and briefings to better understand the impact of the regeneration plans on residents.
3. To engage closely with key stakeholders to develop opportunities for community voice and community organising.

Enabling community organising

1. To build up knowledge and networks within the local area, including outreach and running forums and consultations to ensure the voices of residents continues to be heard.
2. To build on the local ideas and initiatives for community organising within the community and to utilise Big Local funding to further those aims.
3. To seek out ideas and collaborations with others to strengthen community organising.
4. To focus on parts of the community whose voice may be under represented e.g., younger/older people, households where English isn't the first language, etc.
5. To grow sustainable groups within the community and build a legacy out of the ABL work.
6. To oversee any grants given out by ABL, which are to do with regeneration or community organising.
7. To develop all community organising with due regard to Covid concerns, ensuring activities are safe, but being alert that digital activities can exclude some households.

Communication and external liaison

1. To develop and lead on building communication between groups with a shared interest in Aberfeldy whether a local hobby group or a campaigning group, to focus on community building and synergy.
2. To represent ABL by participating in appropriate forums and meetings.
3. To keep up to date with relevant developments within the Big Local community, to learn from others working in a similar context.

4. To facilitate great conversations between community and large organisations such as Tower Hamlets Council and housing associations.

General

1. To work within the policies and procedures of QSA.
2. To receive line management from the community change manager.
3. Any other duties, as appropriate to role, as agreed by the QSA director, in consultation with the ABL partnership board.

Person specification

Experience:

1. Experience of community organising and building.
2. Experience of working with under-represented communities to amplify their voice.

Ability:

1. Excellent communication skills, using good listening skills, curiosity, empathy, tact to build positive relations with residents.
2. Ability to manage own workload and to work flexibly.
3. Excellent written and verbal communication skills.
4. Ability to promote and publicise Aberfeldy Big Local enthusiastically and effectively to individuals, community groups and using social media.
5. Ability to understand and synthesise developers reports and consultation materials and communicate in a simple and clear way to residents
6. Ability to create great conversations between community and large organisations

Knowledge:

1. Knowledge of the local area; Aberfeldy specifically and Tower Hamlets generally, is highly desirable.
2. Knowledge of how regeneration schemes work and how developments can impact on local communities.

Ethos:

1. Commitment to and understanding of issues of inclusion, equality, and diversity in the workplace and when providing a service to the public.
2. A willingness to work within a Quaker ethos, as clarified by the vision & mission of QSA:

QSA's vision is that of a just world, where people put people first. QSA's mission is to enable people on low incomes and beyond to seek solutions to the issues that affect their lives, by building practical, sustainable, and collaborative projects and by sharing that learning where it has potential to benefits communities beyond our own.

Main terms and conditions of employment

1. QSA uses the local government pay scales for salaries. Your salary will be on **NJC scale point 28-31**, starting at **£36,576 full time**. All appointments are made at bottom of scale.
2. This is a **post of 25 - 36** hours per week.
3. Some evening and weekend work is likely given the community development nature of the role
4. The role will usually be based in Aberfeldy at the new Aberfeldy Front Room community space with access to the offices of the charity Quaker Social Action in Bethnal Green.
5. The period of notice will be 1 week during the probationary period and 1 month on its completion.
6. You will be entitled to pro rata of 25 days holiday per year with the leave year running from January to December, plus bank holidays.
7. This post is subject to a 6-month probation period. After the successful completion of your probationary period, staff are entitled to join the QSA pension plan. This is an additional 6% on top of salary paid into the QSA group personal pension, with a 2% staff contributory element.
8. QSA has a union recognition agreement with Unite although staff are welcome to join any trade union.