

► Student Community Organiser

Department:	Community Engagement
Reports to:	Communities Coordinators
Pay band and salary range:	£12.21 per hour (plus holiday pay)
Working Pattern:	Part-time at 8-10 hours per week <ul style="list-style-type: none"> shift pattern to be mutually agreed weekly with your coordinator flexibility is required and may include evenings and weekends we will be flexible around your University work
Role summary:	<p>As a Student Community Organiser, you'll help build a stronger, more inclusive and connected student community. Working within the Students' Union's Community Engagement team, you will listen deeply to students from all walks of life, identify shared challenges and hopes, and support them to take meaningful, collective action.</p> <p>Grounded in the principles of broad-based community organising, you'll create spaces for students to connect, grow in confidence, and become changemakers. You'll nurture leadership in unexpected places – not just those with formal titles – helping students to challenge inequality, build alliances and shape a university experience where everyone feels they belong.</p>
Key responsibilities	<ul style="list-style-type: none"> Listen and build collective power: Proactively reach out to students across different backgrounds and communities, online and in person. Actively listen to their lived experiences, aspirations and concerns. Use broad-based community organising methods to turn individual stories into shared action that drives systemic change. Identify, connect and support student leaders: Spot potential in others, especially those who may not see themselves as leaders. Offer support, encouragement and tools for them to lead peer-led initiatives, campaigns and projects. Foster inclusive relationships across the university: Build trust and strong working relationships with student societies, networks, staff and external partners. Help weave together communities and encourage collaboration across differences. Promote a culture of reflection, learning and joy: Capture stories and outcomes from the work, share insights to improve future approaches, and celebrate wins - big or small - with those involved. Help embed a culture where learning from challenges is valued and where joy is part of the journey. Champion Equity, Diversity and Inclusion (EDI): Actively promote inclusive practices and ensure underrepresented voices are heard and empowered through your work. Help remove barriers to participation and co-create accessible engagement opportunities.
Specific duties and activities	

With support from the Community Engagement Team, you'll help build a more connected, inclusive, and active student community. This is a new role, so you'll have the chance to shape how it works and make it your own.

Here's what you'll be doing:

- **Support Student Leaders from All Backgrounds**

Help students - especially those from underrepresented groups - feel confident to lead. You'll encourage them, share useful tools, assist with training, and help them take action that matters.

- **Build Local Connections**

Work with community groups like Citizens UK (Lancashire chapter) to support student involvement in local projects and campaigns.

- **Make Student Voices Heard**

Initiate conversations with students online, at events, or in person, both in 1-to-1 and group contexts. Actively listen, capture feedback, and help turn ideas into real changes on campus.

- **Connect Student Communities**

Bring together students with shared interests or concerns, like academic groups, cultural communities, or underrepresented voices, to collaborate and support each other.

- **Organise Events and Activities**

Help plan and run community events, get-togethers, and campaigns that bring students together and boost engagement.

- **Create a Sense of Belonging**

Help make campus feel welcoming and inclusive for everyone. You'll support initiatives that help students feel seen, valued, and part of the community.

- **Encourage Student Participation in Union Decisions**

Promote opportunities for students to get involved in the Students' Union - like voting, campaigning, and joining decision-making groups.

- **Celebrate Success and Learn Together**

Collect stories, feedback, and ideas from students. Share what's working and help improve future projects. You'll also help write a short impact report at the end of each semester.

- **Be Kind, Curious, and Inclusive**

Approach your work with empathy and active listening. Help create safe spaces where students feel comfortable being themselves.

Additional Points:

- Sometimes, this role will be expected to work outside of core hours to fulfil its purpose, such as delivering evening training sessions or facilitating meetings of student groups/communities.

General to all staff

- The principal roles and responsibilities will change from time to time and the post holder is required to undertake any additional duties as deemed appropriate.
- Staff must always adopt and endorse the Unions Vision and Mission Statement and all supporting policies, across all aspects of the role.
- Staff are required to have a Personal Development plan and to participate in training, meetings or conferences considered relevant to their job.
- Staff must carry out their duties with full regard to the rules policies and procedures and conditions of service contained in the staff handbook.
- To abide by the Unions policies and procedures.
- To adhere to all health and safety legislation.
- To undertake any other task that is deemed reasonable within your skill set.

Person Specification

Qualifications/Training	Essential	Desirable	Assessed
Current Student at the University of Lancashire	X		Application
Knowledge & Experience	Essential	Desirable	Assessed
An understanding of and commitment to Equity, Diversity and Inclusion (EDI), including anti-oppressive practices and inclusive leadership.	X		Application and Interview
Understanding of the value of lived experience of people from underrepresented communities.	X		Application and Interview
Experience of working with, or being part of, marginalised or underrepresented communities (e.g. Disabled, LGBTQ+, Global Majority, care-experienced, working-class, commuter students).		X	Application and Interview
An interest in or experience of campaigning & community work, and enthusiasm for achieving meaningful change that positively impacts the lives of others.	X		Application and Interview
An understanding of democratic principles and community organising.		X	Application and Interview
Skills & Qualities	Essential	Desirable	Assessed
Strong emotional intelligence, including empathy, active listening and the ability to navigate sensitive conversations with care.	X		Application and Interview
Able to build trust with others and create safe, inclusive environments for participation.	X		Interview
Good organisational skills, attention to detail and the ability to prioritise workload and manage own time.	X		Application and Interview
Ability and confidence to communicate effectively with a diverse group of people, using both written and verbal communication skills.	X		Application and Interview
Competent in the use of digital platforms and software including Microsoft Teams, Microsoft Office, and social media.	X		Application
An understanding of how to plan an event, project or campaign.		X	Application and Interview
Evidence of consistently maintaining and upholding commitments within a role (this could be a paid role, or a group project).	X		Application and Interview
Able to maintain up to date knowledge on current and key affairs, both social and political which impact Lancashire students		X	Application and Interview
Values & Behaviours	Essential	Desirable	Assessed
Commitment to inclusive, emotionally intelligent leadership - leading with curiosity, care and a willingness to reflect.	X		Application and Interview
Enthusiastic, outgoing and approachable with a willingness to work flexibly to engage students at times and places that meet their needs.	X		Interview
Commitment to the creation of an environment that promotes equality of opportunity whilst recognising and valuing diversity	X		Application and Interview
A flexible, positive, and solution-focused attitude	X		Application and Interview
Commitment to working as a proactive member of a team	X		Application and Interview
Displays and embodies the University of Lancashire Students' Union values of:	X		Interview

- **Acting with courage** - Willingness to speak up on tough topics with care and respect, encouraging a culture of standing up for what's right.
- **Prioritising Joy:** Embracing fun and light-hearted moments, creating a welcoming environment, and celebrating successes together.
- **Doing what we say we will:** Clear and consistent follow-through on commitments, setting realistic goals, and proactively addressing challenges.
- **Curiosity not judgement:** Approaching new ideas with curiosity, welcoming different perspectives, and being open to learning.
- **Staying Human:** Communicating openly and honestly, respecting personal boundaries, and showing compassion during tough times.

We are aware this is a brand new role, and you may have questions about it before applying, so please email studentgroups@lancashire.ac.uk

Application deadline: 9am, Mon 13th Oct 2025

Interviews: w/c 20th Oct 2025

To start in role w/c 27th Oct 2025

Please note you will need to be available for mandatory training on Tuesday 4th November in Burnley.

To apply: please submit your CV, a cover letter explaining how you feel you meet the requirements of the person specification (also stating which campus you are based at), and a completed [Equal Opportunities Monitoring Form](#) to SUPProjects@lancashire.ac.uk prior to the deadline