



Worker Organiser - Platform

Platform's 'North Sea Just Transition' project works towards a managed phase-out of oil and gas extraction in the UK North Sea that protects the rights and livelihoods of the oil and gas workforce and impacted communities.

This project seeks to envision, popularise and campaign to bring about a democratic, just, and sustainable energy system for communities currently reliant on the oil and gas industry. The UK's offshore wind capacity is rapidly being developed and yet there is little focus on public and community ownership or benefit. If we are to avoid the mistakes of the past we must organise now for different models of ownership and control. Platform's new Worker Organiser will work with energy workers across the north east of Scotland to change this reality, situating the project within Platform's broader work on just transition and public ownership.

For the last five years, we have been working with energy workers, unions and climate groups to advocate and organise for a just transition. This included a multi-year consultation process with offshore workers to develop a groundbreaking set of 10 demands for a just energy transition away from fossil fuels, outlined in [Our Power: offshore workers' demands for a just energy transition](#).

Since the report's publication, Platform is setting up a Workers' Advisory Board (WAB) to ensure that offshore workers continue to steer our campaigning and advocacy work. We have continued to develop climate - union movement solidarity work around government announcements and policy proposals.

About the role

This 12 month post will lead on worker outreach and organising with onshore and offshore energy workers. Working from our existing contact list, and making new contacts through online and in person outreach, you will be responsible for building links with energy workers and community members and planning interventions.

This work will happen alongside current campaigners at Platform working with climate groups and unions to develop effective policy interventions and research on a just transition. You will work closely with the existing team to ensure that workers' voices and experiences are central to campaigning work at Platform.

You will organise with a variety of workers, unions and organisations across the north east of Scotland, strengthening existing connections and making new ones. You will work to bring in

voices historically left out of conversations on energy and climate - including those suffering from low wages, poverty and job precarity, as well as migrant and racialised minorities.

Your outreach with workers will focus on their current conditions at work, and understanding what they think needs to happen in order to deliver a just energy transition. Your work will be grounded in issues of public ownership and democratic control of the growing renewables industry. However, there will be space to develop and adapt your outreach strategy based on your experience, intel, and changing opportunities.

Being based in the north east of Scotland will be a significant advantage, and we encourage applications from people based in for example Aberdeenshire, Moray and Highlands. However, this role would also work if you were able to travel there regularly.

Details

Start date: ASAP, dependent on candidate availability

Hours: 3 to 4 days, dependent on candidate preference: 24 or 32 hours per week based on a 40 hour week, flexible hours possible.

Contract: 12 months fixed term, subject to 3 months probation.

Salary details: £46,030.51 FTE, pro rata £36,824.41 (4 days per week) or £27,618.31 (3 days per week), subject to Platform's [Social Justice Waging Policy](#).

Location: Living in or the ability to regularly travel to the north east of Scotland (Aberdeenshire, Moray and Highlands) is essential. Platform is based at Oxford House in London, but many staff work remotely. Flexible remote working can be negotiated, and our staff team currently includes people based in London, Bristol, Liverpool, Machynlleth, Kent, Cambridge and Glasgow.

Responsible to: Management Group, Trustees

What we are looking for

We need an experienced, ambitious and imaginative organiser who is familiar with organising tactics and committed to campaigning models that centre those most affected.

Ideally you will have a good knowledge of the energy transition, and an understanding of how a just transition might be actualised. You will be excellent at mapping, building and strengthening relationships with a wide range of community members and stakeholders. You will have good knowledge and commitment to climate justice and energy democracy.

You will need to be a self-starter with excellent organisation skills, since you will be leading a strand of work within the project. You might have experience organising with trade unions and workers, or else are familiar with union structures and the general aims of the labour movement.

Job responsibilities

1. Develop and implement worker outreach and engagement strategy, including digital and in person worker outreach, consultation, and training.
2. Build and maintain relationships with offshore workers who participated in *Our Power* and increase worker contact list.
3. Develop and facilitate a programme for quarterly Workers Advisory Board meetings.
4. Work with Platform Communications Manager to design and develop a communications strategy for the project, including local and national media coverage.
5. Work with project partners and external facilitators to explore additional deliberative and educational processes on the *Our Power* demands, public ownership and democratic control of renewables.
6. Build relationships with local trade union branches, trades councils and community groups on work related to transition and energy issues in the region, supporting their work wherever possible.
7. Plan and run events including in-person and online workshops, trainings, presentations, street stalls and information sessions to educate, inform and inspire action on the *Our Power* demands, public energy, and workers rights through the transition.
8. Create educational and campaign resources, including short campaign videos.
9. Commission or conduct additional research when needed.
10. Set and report on key strategy and milestones through regular team meetings.

Any other reasonable requests made by the Platform staff team, Management Group and/or Trustees.

Person Specification

Outlined below is our understanding of the skills, experience and knowledge that the Worker Organiser will need. These can be gained through paid work, volunteering or through your lived experience.

We welcome people to apply even if they do not meet all of the criteria: we are very aware that people, in particular those who are racialised and/or otherwise minoritised, may not have had formal opportunities to demonstrate their skills and competence.

Please do get in touch if you have any questions or want more information about the role.

Essential:

1. Track record of successful community or workplace organising, including outreach and mobilisation, planning strategic interventions, and helping people build confidence in advocating for themselves and their communities.
2. Strong understanding of the UK national and Scottish trade union movement, particularly as it relates to energy policy.
3. Strong experience of mapping, building and strengthening relationships as part of effective organising and campaigning.
4. Time-management skills and flexibility to respond to opportunities and challenges.
5. Strong commitment to anti-oppression and climate justice.
6. Experienced in developing creative campaign materials and methods to tell impactful stories, including videos.
7. Either living in or an ability to travel to north east Scotland and England regularly.

Desirable:

(a reminder: we do not expect applicants to cover a majority of these, you are welcome to pick a few to focus on)

1. Experience working in or alongside trade unions, either in developing trade union policy internally or through grassroots organising
2. An in depth understanding of climate justice, the energy transition and public ownership of energy
3. Experience in delivering participatory processes
4. Ability to engage with and influence decision-makers
5. Experience of generating media coverage and mobilising public pressure
6. A track record of conducting and/or commissioning research
7. Experience working with others in a horizontal structure
8. Interest in consensus-based decision making and non-hierarchical management practices

About Platform

Platform works towards a just future beyond fossil fuels, by uplifting marginalised voices, building energy and food democracy, and working toward a just transition. Platform brings together researchers, organisers, educators, environmentalists, artists, and community activists.

For almost four decades, Platform has led the way developing policies and practices which are effective, caring, just and democratic - such as our social justice waging system and ground-breaking parental leave policy.

Platform's goals for the next five years are:

1. Embolden impacted communities to lead a just transition across our energy and food systems.

2. Harness the power of arts and culture to build solidarity, imagine alternatives to injustice and inspire social transformation
3. Interrupt the flow of money, power and political influence to fossil fuel companies, and build support for public investment, community ownership and democratic control of sustainable alternatives.
4. Develop ways of working that centre compassion, care and liberation
5. Collectively create and implement an internal structure that holds us accountable to our principles as a flat structured organisation and meets our capacity needs.

How we work

- Trustees - as a charity we have a Board of Trustees who are supportive and legally responsible for the organisation.
- Management group - we do not have a Director; instead we have a rotating subgroup of staff who have oversight of the running of the organisation to ensure that HR, finance, fundraising and strategy are carried out properly and that the projects deliver on their promised outputs.
- Core staff - there are three core staff who lead on finance and HR. These include:
 - People and Process Manager
 - Finance and Fundraising Manager
 - Finance Manager
- Projects and cross programmatic staff - we currently have 10 permanent staff who run 7 projects. This is sometimes supplemented by fixed-term or contracted staff, such as this role.
- Consensus - Permanent staff make collective decisions through consensus in different meeting spaces, both online and in person. Fixed term staff - such as this role - are welcome to attend some of these meetings.
- Staff on fixed-term contracts have regular meetings with an appointed line manager and can request meetings with Platform's People and Process Manager.

How to apply

Application Deadline

Please submit your application by 5pm on **Tuesday 13 May 2025**.

The first round of interviews will be held in the week commencing **Monday 26 May 2025**.

Please send us:

1. Your CV
2. A 2 page max Supporting Statement, including:

- o Specific examples of how you meet relevant criteria listed in the Essential and Desirable sections of the Person Specification. Examples can be from paid or unpaid experience. We do not expect anyone to meet every single criterion.
- o Why you want this job
- o Why you would like to join Platform
- o Where you saw the job advertised

3. A filled out [Equal Opportunities form](#). These are used for our own monitoring purposes so we can improve our recruitment process to make it more accessible and inclusive. The information will not be used for selection purposes except for the positive action described below.

Email your application to recruitment@platformlondon.org by 5pm on Tuesday 13 May. Please use the subject heading: 'Application for Worker Organiser'.

Due to limited capacity we are unfortunately unable to reply to applicants who have not been invited for an interview.

Equal opportunities / Decolonising our work

Platform strives to apply equal opportunities principles both in its recruitment and in its work. The successful candidate will be selected purely on the basis of how well they fit the person specification, as judged by their application materials and their interview performance.

We would particularly like to encourage applications from people of colour / black or brown people, who are currently underrepresented in Platform. Where two or more candidates are judged to be of equal merit, priority may be given to a global majority candidate from a background less well represented at Platform.

Due to the ridiculous and racist border restrictions in the UK, Platform is unfortunately unable to arrange work permits for applicants without UK leave to remain.

Let us know if there are any reasonable adjustments you'd like us to make in the application and interview process in view of a disability or health issue.

If you would like to discuss the role or the application process informally, contact us on recruitment@platformlondon.org (you can ask us to ring you!). If you're unsure about something in the person specs, please do get in touch!

Terms & conditions

Salary:

Your salary will be determined by Platform's ground-breaking Social Justice Waging System, based on a baseline salary of £46,030.51 FTE, pro rata £36,824.41 (4 days per week) or £27,618.31 (3 days per week).

Under this radical scheme, not only are all staff subject to the same salary levels (regardless of position in the organisation), the levels are adjusted according to need. For example, there are extra salary increases available to those with children or dependents. We believe this system constitutes a major step forward in providing equal opportunities.

Details of the system (including principles, rationale and mechanisms) are available [here](#).

Platform has an extensive staff policy handbook with terms and conditions that go above and beyond statutory requirements, including extensive leave and increased pension contributions. Candidates selected for interview are welcome to enquire about particular policies.