

An aerial photograph of a city street featuring a prominent zebra crossing with white diagonal stripes. Several pedestrians are captured in motion, crossing the street. Long, dark shadows are cast across the pavement, indicating a low sun position. The overall scene is a high-angle, top-down view of urban activity.

# Economic Change Unit

Recruitment Pack 2026

**Movement Building Lead**

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Closing date:

**9am, Tuesday 14th July, 2026**

**For questions on the recruitment process or to  
arrange an informal discussion about the role:**

**[recruitment@econchange.org](mailto:recruitment@econchange.org)**

Thank you for your interest in the Economic Change Unit.

## Contract information

<b>Contract type</b>	Permanent
<b>Hours</b>	Full time (our standard working week is 32 hours)
<b>Salary</b>	£49,804 per year with an 8% non contributory pension of qualifying earnings
<b>Location</b>	<b>Hybrid</b> , but must work from ECU's office in Vauxhall, London, at least twice a month and be prepared to attend meetings in London, which will sometimes require attendance up to 2 days per week
<b>Reports to</b>	Director of Movement Building

## About you

You've spent time working with communities, organisations and coalitions on social change. You know what it takes to bring people together across different perspectives and priorities, and understand the challenges of this work as well as the potential. You're dedicated to building movements in the UK that are more powerful, more connected, and genuinely inclusive of the people most affected by the issues at stake.

You share our belief that the economy sits at the root of so much that's broken — and that changing it, in service of ordinary people and the environment, is one of the most important things we can do. Your experience of marginalisation or economic hardship will give you a deeper insight into the challenges faced by the groups we work with. You'll also have worked with people with lived experience of the issues you have worked to change.

Each day in this role may look a little different. You might be hosting an event one day, deep in a planning spreadsheet the next, then facilitating a workshop, briefing a consultant, or dreaming up a new way to get organisations the support they need. You're someone who moves comfortably between the strategic and the practical, and who prefers variety rather than routine.

You're a natural relationship builder — someone people trust quickly and remember warmly. You're a skilled facilitator who can hold a room, move a group forward, and make everyone feel their contribution matters. You manage multiple projects, and you communicate with clarity and emotional intelligence.

Our team all passionately care about the work we do. To thrive as part of the ECU team you also need to be committed to our purpose and values (set out above). Our team is committed to a positive and anti-oppressive working environment. For example, we encourage sharing failures and uncertainties, we try to dismantle unequal power dynamics, and we encourage openly giving and receiving feedback to/from the team and the people we work with.

## About the role

The Movement Building Lead will work closely with the Director of Movement Building to deliver part of ECU's strategy to "build the breadth, strategic alignment and effectiveness of the new economy movement, and its accountability to directly affected people".

Most of our movement building work to date has focused on building the relationships, shared analysis, division of labour and collaboration amongst the 'Economic Change Community' we convene, a group of over 30 new economy organisations. This role will continue to deliver our existing movement building activities with this set of organisations.

In addition, the role will expand our programme of movement building activities with the wider economic justice movement - this is a wider ecosystem of individuals, organisations, grassroots and community groups, academics and other actors who all use different strategies to bring about changes to our economy. The role will help build the connections, capacity and conditions for collaboration amongst this wide set of movement actors. You will also play a role in helping to build relationships between this movement and others, like migration, housing, union and poverty movements, particularly around shared goals.

Your work will be integral to a new workstream, in collaboration with our partners, to build the capacity of grassroots and community groups working on economic change. We are at the beginning of designing this programme of work, so it's a really exciting time to help us shape it.

We believe movement building work has to be intentional, relational, and long-term because it is fundamentally about changing the way we work together, for a systemic issue that affects us all - it takes a lot of time, trust, and perseverance. This role is dynamic, strategic and founded on a bedrock of building strong relationships.

## Job Description

# Key Responsibilities

### Movement Building

- Regularly bring together people from our community and the wider movement to build relationships and encourage collaboration in the form of meetings, socials, events or workshops. Host and/or facilitate these sessions when appropriate.
- Be our frontline relationship holder with grassroots and community groups, driving forward our efforts to build relationships. This includes mapping, outreach, and devising and delivering activities that foster trust and collaboration between those groups and new economy organisations.
- Develop and run a set of activities that helps to build the capacity of organisations and groups working on economic change, particularly those working in communities and/or led by people with lived-experience of marginalisation and economic hardship.
- Manage existing communications infrastructure for the Economic Change Community, including managing our whatsapp groups, e-lists, contact database, group management documentation, implementation of our culture and accountability policy and other tasks.
- Help embed anti-oppressive approaches in all our movement building activities, ensuring we are creating welcoming spaces that value diversity, address unequal power dynamics, cultivate essential relational skills and emotional intelligence, hold constructive disagreement and are zero tolerance for harassment, bullying and discrimination.
- Support the team to build and mobilise a base of supportive policy-makers, opinion-formers, progressive business leaders, key thinkers in academia, and new economy practitioners in support of key new economy ideas and proposals.

### Organisation

- Represent ECU at external events.
- Build strong cross-team relationships, keeping colleagues informed of key movement building developments and consulting them appropriately on relevant decisions.
- Contribute to organisational planning, strategy development and monitoring and evaluation.

### General

- Actively support anti-oppression, equity, diversity and inclusion within the organisation and embed this approach in our work
- Work out of hours and undertake occasional domestic and overseas work trips as required to effectively perform the role, with flexibility depending on your circumstances.
- Undertake any other reasonable duties as may be required.

# Person Specification

## Essential Attributes, Skills & Experience

1. Experience of building relationships and enabling collaboration between people, groups, and organisations with diverse perspectives in a civil society, social movement, trade union or political campaigning context.
2. An understanding of power and how political change occurs, especially the role of civil society and social movements in achieving change.
3. Personal experience of poverty or economic marginalisation, enabling a grounded understanding of the challenges faced by the communities we serve and the ability to build trust with those communities.
4. Experience of working directly with people with lived-experience of the issues you were working on.
5. A skilled facilitator, with good experience of designing, delivering and evaluating impactful group work, and knowledge of (and/or keenness to learn) anti-oppressive facilitation practices.
6. Strong interpersonal skills — approachable, empathetic and able to build trust with people from a wide range of backgrounds. Comfortable navigating disagreement and conflict, and finding a way through difficult situations calmly and constructively.
7. Clear and adaptable communicator — able to adjust your style for different audiences to enable participation, with strong listening, written and verbal skills.
8. Excellent planning, organisational and project delivery skills, with the ability to manage and prioritise a complex workload, work independently, take initiative and adapt to changing needs and circumstances.
9. Experience using communications channels like email, slack and whatsapp, doing data management for contacts and managing data protection.
10. Commitment to ECU's [values](#) and [vision](#).

## Desirable Attributes, Skills & Experience

1. Understanding of GDPR and data protection requirements.

We encourage anyone who meets these criteria to apply. If you are unsure about whether you meet the criteria, please get in touch with any questions - we are keen to hear from as wide and diverse a set of candidates as possible ([recruitment@econchange.org](mailto:recruitment@econchange.org)).

While it will be advantageous to have specific experience of working on economics or of line management, it is by no means essential, and we would be happy to support candidates without these experiences to get up-to-speed in the role.

# Benefits

## Working Hours

We follow a **shorter working week**, with a 32-hour standard working week. All full-time members of staff currently work an 8-hour day Monday-Thursday, but there is flexibility around this.

## Time

Our flexitime policy allows employees to choose, within certain limits, when to begin and end work. Employees should be available for meetings during the core business hours of 9.30-12 in the morning and 2-4pm. Employees are free to complete their remaining hours when they choose.

## Inflation & Salary Progression

We implement an annual cost of living increase as standard unless there are significant affordability concerns due to organisational funding constraints.

## Pension

Our nominated pension provider is **Nest** and we contribute up to 8% of your qualifying earnings (regardless of employee contribution).

## Annual Leave

We offer 21 days holiday per year (pro rata for part time), plus bank holidays and an additional period of paid leave in between Christmas and New Year (usually 3 days).

## Training

All staff have an annual learning and development allowance (currently £1k per year) for investment in work-related training and development. We also offer an ongoing programme of team-wide training.

## Wellbeing

We provide a **contribution** to some health and dental treatments and access wellbeing therapies.

## Family leave

Our generous policy offers staff up to 14 weeks paid leave in addition to statutory provision (for employees who are pregnant and also partners of pregnant employees).

## Location

All staff are required to work from the office at least twice a month and we encourage everyone to come in to strengthen cross-team relationships and collaboration, and be prepared to attend meetings in London up to 2 days per week. Staff can request other flexible working arrangements, e.g. term-time working or temporary changes in location.

# How to apply

To apply please [use this link](#) by: **9am, Tuesday 14th July 2026**

## You will be asked to:

- Create an application ID - your initials and two numbers e.g. AA54
- Upload responses to the following questions (all 500 words max, saved in separate word or google doc files with your ID as the file name):
  - Please tell us about how your skills and experience make you a strong candidate for this role.
  - Tell us about a time you helped build collaboration or collective action between people or groups with different perspectives or interests. What did you do, what was difficult, and what did you learn?
  - How has your experience of economic marginalisation influenced your work experiences and endeavours, and how might it be relevant to this role?

*We don't expect you to share your personal story, unless you would like to, but we want to hear how it's influenced the way you work and what it means to you to work on issues that are connected to your experience.*

- Upload a copy of your CV (max 2 pages saved as a PDF with your application ID as the file name). Please remove all references to your name (including your email and social media handles).
- Respond to the declaration questions.

Once you have submitted your application you will be sent a link to our diversity monitoring survey. We use this data to ensure we meet our shortlisting targets.

We know AI can be very helpful for job applications. Producing well written text is essential for this role, therefore we ask that you limit your use of it to refining text rather than production.

If you have any questions about the application process, or if you require adjustments to assist your application, please email:

[recruitment@econchange.org](mailto:recruitment@econchange.org) as soon as possible.

# Interview information

The closing date for applications is: **9am, Tuesday 14th July 2026**

First interviews will take place on **Thursday 23rd July**. These will be online, using Zoom. To help you prepare, we will send you the interview questions before your interview. You will be asked to complete an hour-long written task in the days before your interview. You do not need to prepare for this.

We expect second interviews to take place on **Thursday 30th July**. These will be held in person in central London. We will share instructions for a prepared task when candidates are invited to interview along with the interview questions. If you reach this stage, you will be able to claim an honorarium of £150 for your preparation time.

We assess applications based on the criteria in the person specification above. Long listing may include use of AI screening tools which assess applications based on semantic matching. During shortlisting, our team assess responses to the application questions anonymously. If you are not invited for an interview, this means your application did not score sufficiently highly.

Due to the volume of applications we usually receive, we regret that we are unable to offer feedback at the initial application stage. We will offer feedback to all candidates who attend an interview.

If you are offered the role, we will conduct a due diligence process and ask for two references (including your most recent employer).

## About ECU

Founded in 2018, the Economic Change Unit is a small, agile, people-centred non-profit organisation focused on convening and campaigning for economic systems change. Our vision is of **a fair, sustainable and resilient economy where everyone has the freedom and security to live a good life.**

We believe that the UK's economic model is profoundly unjust and unsustainable. It drives a complex web of intersecting economic, environmental, social and political harms, including poverty, inequality, ecosystem destruction, climate change, social polarisation and the weakening of our democratic institutions.

This model is hurting people and communities here in the UK and also many people and communities across the global South. This is because of the UK's colonial history, and the role of our government in preserving an international system which enables the ongoing exploitation of, and extraction of wealth from, countries across Africa, Asia and Latin America.

## Our mission is to accelerate the transformation of the UK economy by:

- Building support for 'new economy' ideas in politics and society to ensure economic policy rises to the scale and urgency of modern social and environmental challenges.
- Growing the power and impact of the movement of progressive think tanks, campaigners, academics and others who share our goal of economic systems change.

## Our strategic aims for the period 2022-2026 are:

1. **Change-making:** Deliver impactful influencing activities to increase support for, and adoption of, new economy proposals by political decision-makers.
2. **Movement Power & Effectiveness:** Build the breadth, strategic alignment, connections and effectiveness of the new economy movement and its accountability to directly affected people.
3. **Movement Allies & Resources:** Grow the new economy movement's network of influential allies, and help secure a sustained, major increase in movement funding.
4. **ECU Effectiveness:** Ensure ECU has the people, skills, resources, policies and infrastructure needed to deliver this strategy with maximum effectiveness and impact, and in full alignment with our values.

## Our Values

### The core values which guide us are:

**Humility:** To be most effective, we believe we need to be brave, humble, patient, and low ego. This means constantly reflecting, seeking feedback, and not being afraid to fail.

**Solidarity:** Our commitment to fairness is a proactive one – meaning we will work in an ongoing way to challenge injustice and to dismantle systems of oppression.

**Kindness:** We are committed to assuming best intentions, treating everyone with kindness and care, and working to build understanding and bridges across differences.

**Collaboration:** We believe we will only win the change we seek if we build broad-based, powerful alliances with people from a wide variety of backgrounds and perspectives.

We aim to fully embody these values in our individual behaviours, our team culture, our organisational activities, and our ways of working with external stakeholders.

## People, Culture & Structure

We currently have seven members of staff (6.6 full-time equivalent). Our aspiration is to grow to around 10-12 people. We value agility and cross-team relationships and collaboration, so we don't plan to grow much bigger than that.

This is a really exciting time to join, as we move from a focus on clarifying our role, strengthening our foundations and building out our priority programmes, to driving forward these programmes and delivering impactful real-world change.

We aspire to a highly inclusive, caring, and supportive organisational culture with an emphasis on sustainability, wellbeing and learning, and supporting staff to thrive and grow in their roles. We also have a big focus on participation, ensuring that wherever possible team members have a voice in decisions that affect them and their work.

We are governed by a board of Directors who are responsible for setting the overall organisational strategy and budget, ensuring the management and mitigation of risks, and carrying out their legal duties as company directors.

## Equity, Diversity & Inclusion

We are committed to becoming a more inclusive workplace with a diverse staff body. We believe this is essential to our effectiveness as an organisation and our ability to fulfil our mission.

We recognise that people face systemic oppression based on factors including their gender, class background, ethnicity, sexual orientation, age and disability.

We know that people with certain backgrounds and characteristics are underrepresented in our team and in the wider new economy movement, and we're committed to doing what we can to address this. We are committed to working proactively to dismantle these systems of oppression and ensure equal opportunities for everyone, regardless of their background.

We would particularly like to encourage applications from the following groups who are currently underrepresented in our sector: people of colour, people from working class backgrounds/have experience of economic marginalisation or poverty, and or people who are disabled. For this role we are reserving at least 1/3 of interview slots for people from these backgrounds.

If you would prefer, you can record your responses to the application questions as voice notes, transcribe the recording, and then upload that file.

- To do this on an iPhone go to voice notes. Record your response then click on the three dots and choose "view transcript".
- For Android please use the Google Keep notes app and choose "add audio note"

Your application answers will be scored using the following system: 5 - Excellent; 4 - Good; 3 - Acceptable; 2 - Poor; 1 - Very poor; 0 - Didn't answer the question. To access the reserved slots candidates must attain a minimum score of '3 - Acceptable' for all three answers to the initial application questions. We are open to assisting with childcare or other duties that may prevent candidates from attending an interview.

Please note that we conduct anonymous shortlisting (with CVs and responses to questions anonymised). This means we ask applicants to create an application ID (your initials and two numbers) to use instead of your name. Please see ['How to Apply'](#).

## Our Track Record

Despite being a relatively young organisation, we have already established a strong track record of impact through our programmes. Key achievements include:

- **Through our Invest in Britain campaign**, playing a key role in securing reform of the UK's fiscal framework and an extra £100bn of public sector investment announced at the 2024 Budget, including billions more injected into public services and green infrastructure.
- **Bringing together the Stop the Squeeze campaign**, a coalition of 56 civil society organisations from across the new economy, climate and poverty sectors and delivering an ongoing series of impactful campaign interventions which have helped keep the cost of living crisis high on the political agenda, e.g. this impactful piece of **public opinion work** on the importance of the cost of living to voters.
- **Growing understanding of 'new economy' ideas and analysis through New Economy Brief (NEB)**, our weekly economics email digest which disseminates high-quality and timely economic policy analysis to an audience of political influencers and decision-makers, including Parliamentarians and their staff, and mainstream media journalists.
- **Helping secure the Government's 2022 'Energy Price Guarantee' scheme** by commissioning **research** to strengthen the policy case and undertaking advocacy and communications to build awareness of it. The resultant decision by the UK government in September 2022 to freeze the energy price cap applied to 29 million households, and the government estimated that it saved the typical household £1500.
- **Launching a funded anti-oppression learning journey** for the leaders of UK civil society organisations focused on ideas, policy and influencing for economic systems change, to support these organisations to strengthen their diversity, representation and anti-oppressive practise, in order to increase their impact.
- **Strengthening diversity and representation in the new economy movement**, by providing fundraising support to various small, volunteer-led new economy organisations led by people from marginalised groups, enabling them to employ staff, build their foundations and deliver activities.

## Our Funding & Finance

We are a not-for-profit company and receive all of our funding from charitable and philanthropic trusts and foundations, largely in the form of 1-3 year grants. All of our current funders are listed on our website. Like most small campaigning organisations, our secure financial pipeline usually extends approximately 12 months into the future. It is a strategic priority to grow and diversify our funding base, and to extend the secure funding horizon.

## How to get in touch

If you have any questions about the application process, if you require adjustments to assist your application, or if you would like to arrange an informal discussion about the role please email [recruitment@econchange.org](mailto:recruitment@econchange.org) as soon as possible.

Economic Change Unit is a trading name of Strategy and Communications Group Limited, 20-22 Wenlock Road, London N1 7GU. Company no. 11566573 (England and Wales).