



Recruitment Pack

Bristol Organiser

Summer 2025



Contents



| | |
|---------|--|
| page 3 | Introduction from Carla Denyer, Bristol Central MP |
| page 4 | Why the Green Party? |
| page 5 | Our Core Values |
| page 6 | The Green Party in Figures |
| page 7 | Meet Team Bristol |
| page 8 | Overview of the Role |
| page 9 | Person Specification |
| page 11 | Salary & Benefits |
| page 12 | How to Apply |

Introduction

from Carla Denyer
Green Party Co-Leader & Bristol Central MP

Thank you for taking the first steps towards joining the Green Party staff team!

This is an exciting time for the Green Party. Voters crying out for change are turning to us. With the far right on the rise and Labour offering nothing but dismal austerity, we are the movement that is bringing hope and fresh thinking to a country that sorely needs real change - and soon.

No doubt you saw the inspirational Green MP Caroline Lucas successfully pass the baton to a new generation of Green MPs in 2024.

That Green breakthrough in Parliament, wasn't the surprise to us it might have been to others less involved with the Green Party. We've been consistently breaking records for years - we now have over 800 Green councillors across England and Wales - up nearly 5-fold in 5 years.

We're in administration in more councils than ever before. Our members of the House of Lords have a prominent impact - and our membership has grown to over 60,000.

I'm proud to serve as the first Green MP in Bristol. Our city has a proud history of progressive politics,

campaigns and movements. People here are getting behind our mission and we have big aspirations to continue growing in other parts of the city.

We are looking for an exceptional person to guide Bristol Greens to the next exciting chapter in our history.

The need to continue to increase Green influence at all levels of government has never been greater.

This role will be the person to deliver that. It is strategically vital that at the next General Election, Bristol elects more Green MPs. Not only that, but we need to hold onto and gain more councillor seats in 2028, to take full control of the council for the first time.

As Greens we're deeply proud of Bristol's diversity. We will be looking to you to lead efforts to ensure we elect Greens who are diverse as the communities we seek to represent.

I can't wait to work with you, as you lead our team to make this happen.

in hope, Carla



Why the Green Party?

Millions of people in our country are feeling insecure and deeply worried about the future.

We live in one of the richest countries on the planet, yet nurses are using food banks, our children's schools are crumbling, a roof over our heads is all too often unaffordable, and hospital and dentist appointments are like gold dust.

Meanwhile, the climate emergency continues to accelerate. Scientists warn that we are on track for global temperatures to rise by at least 2.5°C, beyond levels that humanity can safely survive.

But all this can change. We can create a greener, fairer country together – one in which we are all safer, happier and more fulfilled.

The Labour Government has made it very clear where their priorities lie. They have shown which issues - and sadly, which people - they are willing to sacrifice along the way.

With the far-right on the march and the Tories chasing them into extremism, Britain needs the Green Party now more than ever.



Our Core Values

The Green Party isn't just another political party.
We are guided by these ten core principles.

1

Social and environmental justice

We support a radical transformation of society for the benefit of all, and for the planet as a whole

2

Society's success lies in wellbeing

GDP cannot measure success. Quality of life matters most - human fulfilment and a healthy natural world.

3

Humanity depends on nature

Humankind relies on the diversity of the natural world for our existence - other species are not expendable

4

We must build a sustainable society

The Earth's resources are finite - living beyond those means threatens all of our futures

5

Everybody deserves fairness

Every person, in this and future generations, is entitled to basic material security

6

Considering our impact on others

We must not pursue our wellbeing to the detriment of others - nations, future generations or species

7

An end to discrimination

A healthy society thrives on voluntary cooperation, democracy, and equality, free from all discrimination

8

Grassroots, genuine democracy

We want proper participation and accountability so decisions are taken close to those affected by them

9

Non-violent solutions to conflict

To achieve lasting settlements, we look to non-violent solutions that take everybody affected into account

10

Change involves everyone

Real change takes a combination of winning elections, non-violent direct action and societal changes

The Green Party in figures

| | |
|-------------|------------------------------------|
| 4 | Members of Parliament |
| 2 | Members of the House of Lords |
| 3 | Members of the London Assembly |
| 800+ | Elected Green Councillors |
| 460% | Increase in Councillors since 2019 |
| 170+ | Councils with elected Greens |
| ~60k | Green Party Members |

Meet Bristol Greens



Tony Dyer
Council
Leader



Heather Mack
Deputy Council
Leader



Emma Edwards
Green Group
Leader



Tom Hathway
Bristol Co-
Coordinator



Ashley Dodsworth
Bristol Co-
Coordinator



Our 34 Bristol Councillors



Steve Lloyd
South West Field
Organiser

Plus
1,500
Party
Members

Overview of the Role

The **Bristol Organiser** role is one of the first posts of its kind, where the postholder will be responsible for supporting and building on the success in one of our defence constituency areas. In this case in Bristol Central.

The Green Party's Field Team build and support local Green Parties to recruit volunteers, get organised and win election campaigns. Under the team's leadership, the Green Party has overseen a huge increase in our election gains in the last ten years.

Working with a skilled and committed team of volunteers in Bristol Green Party, we have together secured more Green councillors than anywhere else in the country and elected the first Green MP in Bristol, in July 2024. We're aiming for by-election successes, growth in our number of councillors in 2028 and winning more seats at the next General Election.

Field staff are part of a high performing team within the Green Party that is having a transformational impact on the work of our local parties.

As Bristol Organiser you will be joining a growing and dynamic team, who have ambitious plans for the coming years to get more Greens elected. In Bristol, this new role will be focused on deepening our grass roots activity and increasing income for Bristol Green Party.

You will be a natural relationship builder and adept at engaging other people in order to have influence. Your organizing skills will enable you to work collaboratively alongside existing local volunteer teams and ward coordinators,

ensuring that every ward has the structures, skills, and support needed to grow and sustain effective, resilient campaign teams. You will be passionate about investing in other people to help them achieve our shared electoral goals.

You will work closely with activists, ward teams, and campaign leads to ensure every target ward has a strong, self-sustaining team that is working within agreed budgets. Support ward teams to develop and maintain effective organising systems by planning and tracking campaign activities, developing ward-based strategies and action days, and producing effective literature.

You will build leadership structures within volunteer teams, ensuring they can run sustained campaigns beyond election cycles. Lead on maintaining and expanding the volunteer base, including a particular focus on under-represented communities through regular emails, phone banks, developing volunteers in their roles and working with ward teams to recruit more volunteers.

You will support Bristol Green Party to identify priority and development wards, recruit candidates and plan for winning long and short campaigns. Ensure use of effective campaign messaging through training and development of volunteers and candidates, adapting communications to reach diverse audiences. And support Carla Denyer on her re-election MP campaign.

This is an fantastic opportunity for a skilled, inspiring organiser with a track record of running successful large-scale election campaigns.

Person specification

Skills, abilities & experience

- Strong relationship-building skills and ability to engage volunteers from diverse backgrounds
- Managing others to motivate, upskill and support peers/colleagues and staff team members
- Developing and delivering training sessions and/or training programmes
- Able to prioritise a high workload and maintain resilience whilst delivering results
- Project management skills
- Strong leadership, motivation, persuasion and diplomacy skills

Knowledge

- Knowledge of effective election campaign techniques
- Understanding of effective training, coaching and mentoring
- Understanding of Community Organising techniques – recruiting, mobilising, motivating, organising and managing volunteers to achieve a common goal
- Inclusive organising techniques to widen participation in politics
- Understanding of the political context in Bristol

Attitudes & circumstances

- Extremely motivated to see the Green Party succeed electorally as the core part of the party's theory of change
- Commitment to creating a diverse and inclusive activist base within the Green Party
- Eligible to work in the UK
- Able and willing to work occasional unsocial hours and outside of normal office hours as required
- Not a member of another political party in England or Wales.



Salary and benefits

Salary

£ 30,803 to £ 35,140

(Points 8-15 on the GPEW salary scale)

Contract

Full time, fixed term contract to June 2028. Monday to Friday, 9:30 to 17:00 with some work outside of core hours to meet volunteer needs.

Location

Hybrid working from Bristol campaign office and home working.

Holidays

The Green Party values work-life balance. Full-time staff receive 38 days of annual leave (including bank & public holidays) to be used outside of major election periods.

Employee assistance programme

24/7 free, confidential support and advice for personal, professional and legal matters, available to staff, their partners & household dependents



How to apply

The Green Party uses the Applied recruitment system. It will ask you a series of questions to support shortlisting for this role. Each question is based on one or more of the attributes listed in the Person Specification and your answers will be scored based on how you demonstrate the attributes relevant to the specific question being asked. To ensure fairness, applications are judged on an applicant-blind basis.

Ready to apply?

Please follow the link on our application page begin your application. Good luck!

All welcome

We welcome applicants from all backgrounds and communities, in particular those that are currently under-represented within our staff team. This includes, but is not limited to, people from minority ethnic groups and those who identify as disabled. The Green Party is a Disability Confident employer, meaning we offer interviews to all disabled candidates who meet the essential criteria of the person specification.

Any questions?

Questions and discussions about the role are welcome. Please email daron.coaker@greenparty.org.uk



Promoted by Chris Williams on behalf of The Green Party, both at PO Box 78066, London, SE16 9GQ