



War Resisters' International
5 Caledonian Rd, London N1 9DX, Britain

Countering the Militarisation of Youth (CMOY) Programme Worker

Part-time, initially limited to one year, with a probationary period.
Start date: 2 February 2014

WRI, a network of pacifist organisations and individuals around the world, is looking for a staff-person for its Countering the Militarisation of Youth Programme.

All WRI staff must subscribe to the WRI declaration:

"War is a crime against humanity. I am therefore determined not to support any kind of war and to strive for the removal of all causes of war."

JOB DESCRIPTION

The CMOY project has developed over the last two years within WRI's [Right to Refuse to Kill](#) (RRtK) Programme. This worker will run and develop the [Countering the Militarisation of Youth](#) Project, so that it may develop into a third programme of WRI's work: independent of the RRtK Programme, and with a dedicated worker. This will be achieved through working with WRI's other staff, the Executive Committee and the WRI Network. Fundraising will be an integrated part of the work. The worker will be supervised by the Right to Refuse to Kill Programme Worker.

This project has seed funding for one year. Extension of this one year contract will be dependent on fundraising.

This position has guaranteed funding for two-days a week for one year. However, it is very likely that this position will extend beyond one year, and that the position may be more than two days a week from its commencement in February 2015. However, we are unable to guarantee this at this stage.

We would prefer the worker to work from WRI's office in London, however because this role is part time, we will be unable to sponsor a work permit to allow someone to work in the UK should they not already have one. Therefore, we are willing to negotiate a worker working remotely from outside the EU, for example from their home or from the office of a WRI affiliate. The application form asks about your availability to undertake this role in terms of hours and location. Please note, if you do opt to work remotely, you will be expected to spend at least two weeks in the WRI office in London from your start date.

Salary: £25,380 (gross) per year pro rata (i.e., £10,152 gross per year for a 2 days a week position), with a cost of living increase at the beginning of each financial year. WRI staff are entitled to 28 days of holidays pro rata (11 days for a 2-day position), and a 1 month paid sabbatical after 5 years. WRI does not operate a pension scheme.

CMOY Project Work

- Maintaining contact with War Resisters' International's existing network of contacts working on issues of counter-recruitment and youth militarisation;
- Supporting groups within WRI's wider network to start taking action on youth militarisation within the CMOY network;
- Facilitating those working on youth militarisation, but currently outside WRI's network, to participate in CMOY networking;
- Nurturing the International Week of Action for Military-Free Education and Research, building this up as an annual event;
- Liaising closely with other organisations and persons working on youth militarisation

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WRI declaration

War Resisters' International is an international network with 83 affiliated organisations in 42 countries. It aims to:

- ▶ connect and support war resisters around the world
- ▶ promote nonviolent action to remove the causes of war

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- Editing, commissioning content for, and moderating the new CMOY website (antimili-youth.net);
- Launching and then producing a CMOY e-newsletter regularly;
- Building CMOY's social media presence;
- Highlighting CMOY work in WRI publications as needed (including [The Broken Rifle](#), [War Resisters' Stories](#), and others);
- Promoting WRI's publication [Sowing Seeds: The Militarisation of Youth and How to Counter It](#) (both sales and free online reading).

Fundraising for the CMOY Project

This project has funding for one year, provided by the [Joseph Rowntree Charitable Trust](#). Continuation of the project beyond this year, and its independence as a programme, will relate to fundraising success.

In collaboration with other staff, the Countering the Militarisation of Youth Programme Committee and Executive members, the programme worker will:

- develop a fundraising strategy, which includes writing proposals for grants and communicating with possible funders of the CMOY Programme.
- find new sources of income including additional foundations, and other forms of support e.g. book sales, individual giving.

WORKING SKILLS

Required

The applicants will be required to demonstrate the following qualifications through paid work or activist/volunteer experience, academic credentials and/or publications:

- Commitment to pacifism and nonviolence;
- Knowledge of nonviolent methods of social and political change;
- Willingness and ability to travel;
- An experience of activism within the peace movement, preferably relating specifically to resisting youth militarisation or counter-recruitment;
- Good familiarity with anti-war and antimilitarist organisations around the world;
- Experience in developing and organising campaigns and networks for social change;
- Fundraising experience, or willingness to learn;
- Proficiency in English and a good knowledge of at least one other language;
- Good oral and written communications skills;
- Ability to work in a team and take on initiatives independently;
- Ability to supervise and coordinate the work of a team of volunteers;
- A strong awareness of age, gender, race, and class issues within the peace movement, in society at large, and an ability to take these issues into account in the process of campaign development;
- The ability to take cultural and political differences between people and organisations into account when communicating with them;
- Good basic computer skills and an ability to get accustomed to new software easily in an autonomous fashion, using internet forums as necessary. Familiarity with word processing is essential; the knowledge of database, spreadsheet, accounting, and desktop publishing software is desirable;
- Ability to manage a high workload and to balance work and private life;
- Intermediate computer skills and ability to get accustomed to new software is desirable. Note that WRI has an office entirely based on Free Software (GNU-Linux).

Desirable

The following qualifications will also be valued:

- Some knowledge of international human rights law relating to children, as well as an awareness of its limitations;
- Familiarity with the structures and history of the WRI;
- Experience of working remotely with others in a common project.