Recruitment pack

Senior Programme & Community Research Lead - North East

Closing date

13th December 2026 11.59pm



PEOPLE'S ECONOMY

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Key details of role

Role: Senior Programme & Community Research Lead - North East

Salary: £47,195 FTE with progression points available after probation

Location: Candidates must either live in the North East or have existing deep connections to the region and be willing to relocate. Day-to-day working is remote, but with frequent attendance required at events in Hartlepool and six-weekly team days in various locations across the UK. Occasional travel to the locations of our other place-based programmes (e.g. Wales, Birmingham, London) is also required.

Hours: 0.8 - 1 FTE (30-37.5 hours per week)

Contract: Permanent

Benefits: 7% pension contribution, 30 days annual leave in addition to bank holidays (pro rata), personal training and development budget, flexible working, subsidised counselling offer, Union recognition, enhanced sick leave, enhanced parental leave

Diversity, inclusion and anti-oppression: We are particularly keen to receive applications from members of communities experiencing economic injustice, and people working for change as part of these communities. We also strongly encourage applications from people who are: women and non-binary people, from Black and Asian backgrounds or are other people of colour, or members of other marginalised groups.

About People's Economy

Our Work

Our vision is for an economy that is democratic, equitable and liveable - where economic decision making power is distributed widely, wealth and resources flow fairly, and everyone's needs are met within environmental limits.

People's Economy works with communities hit hardest by economic injustice, helping them build the collective power and agency to understand and transform the economic system. We believe the people most affected are best placed to lead that transformation. We don't parachute in with solutions; through training, community building and supportive facilitation we work with groups to connect local experiences to systemic causes and develop their own strategies for change.

We do this through:

- **Programmes**: We have deep, long-term partnerships with communities in North Wales, West Midlands, the North East, London and with cohorts working on migrant and youth justice. We have supported over 1000 changemakers across these place and issue areas - co-designing learning journeys, facilitating strategy development and supporting groups to integrate economic systems change into their work.
- **Networks**: We are building networks horizontally between grassroots groups across place and issue and vertically with researchers, anchor institutions and decision makers. Our emerging Grassroots Solidarity Network supports grassroots groups to connect, strategise and take action. Bridges for Change has brought together a cohort of grassroots actors and national organisations, creating the kind of environment and support needed for communities to be able to lead and influence change from the ground up.
- **Infrastructure**: We work to make the tools needed for economic change work available to the communities we work with and beyond. This has involved consolidating and sharing our training, tools and resources for research, analysis, storytelling, strategy and organising, and working with

funders to move vital resources to grassroots groups doing economic change work.

Our Story

People's Economy was founded in 2016 with a vision of making economics education more accessible and enabling people to connect the economy to their everyday lives. We ran courses and workshops across the UK, had over 2 million visitors reading our engaging, accessible economic news, and worked with partners such as the Welsh Government and the Bank of England to help them engage with communities and consider how they communicate on the economy.

The development of our current five-year strategy was built on the reflections and learnings from our work to date, leading us to deepen and focus our work in supporting grassroots changemakers to change the economy, built around the question of how can communities experiencing economic injustice across the UK work to build collective power to transform the economy?

We are at the midway point of this strategy, and have conducted a recent strategy refresh to learn from our work so far and clarify our theory of change. This has solidified our priorities for the next two years, to deepen our work in existing regions as groups across programmes move to action, and investing in building the solidarity and power between grassroots efforts across the UK.

You can find out more about our current work and team by visiting peopleseconomyuk.org.

Our Values

Relational

We act from the understanding that meaningful change is built through relationships, not transactions. Externally, our work is grounded in care and respect for lived experience and we prioritise building long-term, trusting relationships and advancing approaches rooted in dignity, mutual responsibility and long-term care. Internally, we practice care, equity and accountability in how we work together, naming tensions, offering challenge with respect and balancing individual needs with collective responsibility.

Collaborative

We work together across difference to build collective power. Externally, we work across organisations, regions, identities and sectors, recognising shared interests and interdependence, acting together and sharing risk as well as credit. Internally, we strive to maintain clear structures and decision-making responsibilities, while actively seeking to involve staff in shaping the organisation and its strategic direction.

Strategic

We are purpose-driven, combining vision with pragmatism to create lasting impact. Externally, we approach economic justice as a long-term generational project, and design our programmes with sustainability and our vision for a different economic system in mind. Internally, we are reflective, disciplined and adaptive. We are willing to experiment, learn and change course when needed and are intentional about our resources.

Diversity, Inclusion and Anti-oppression

We aim to make this a central part of our work internally and externally. This means recognising the systemic and structural injustices that are present in the world and so easily reproduced in our work and cultures. We are striving to create a culture that does something different, and are committed to the continual practice that requires. You can read our current DIAO policy and linked recruitment policy here.

About the role

Please read this job description and person specification carefully to help you write your cover letter and tell us how you meet our requirements for the role.

Job title	Senior Programme & Community Research Lead - North East
FTE	0.8 - 1 (30–37.5 hours per week)
Job Grade	Grade 3 - £47,195 FTE
Location	Candidates must either live in the North East or have existing deep connections to the region and be willing to relocate. Day-to-day working is remote, but with frequent attendance required at events in Hartlepool and six-weekly team days in various locations across the UK. Occasional travel to the locations of our other place-based programmes (e.g. Wales, Birmingham, London) is also required.
Reports to	Co-Executive Director - Programmes & Strategy

Job description

For the past two years we've been working alongside communities in Hartlepool to explore the hidden wiring of the town. Together we've built something distinctive: a network of community researchers and partners democratising knowledge, tracing how wealth and resources flow today, and asking what could give people greater local agency, ownership and power to shape economic change.

We're now recruiting a Senior Programme & Community Research Lead - North East, an exciting new role combining delivery and strategy. You'll steward the community research group into its next phase: leading monthly workshops, supporting research inquiries, helping turn findings into action, and building a regional network of stakeholders and partners. You'll bring together researchers, grassroots changemakers, funders and others, facilitating processes that help them make sense of complex information, find common ground and agree shared priorities. We're looking for someone with strong research and facilitation skills who can explain complex ideas accessibly, build trust across groups, sustain momentum, and help diverse coalitions move from analysis to strategy to action.

This work is emergent and community-led. Beyond Hartlepool, the role will explore wider opportunities to support a growing movement for economic justice across the North East, with a focus on engaging grassroots changemakers and communities experiencing economic injustice. You'll manage projects and resources, develop and deliver programmes, lead outreach, partnerships and changemaker recruitment, and contribute to fundraising. This includes working closely with SeaChange and Joseph Rowntree Foundation, a key partner and funder working on social, cultural and economic transitions across the region.

It's an exciting time for our place-based work more broadly. As we deepen our practice across several regions, you'll join a growing programme team with a real chance to shape our approach, influence what effective place-based economic justice work looks like, and help set the direction for this area of our work.

Programme Delivery

- Lead the community research workshops into their second wave and facilitate the network in setting its own direction
- Supporting research groups directly with their inquiries
- Participate in the wider Hartlepool SeaChange project team
- Develop an analysis of how community research connects to other strands of the SeaChange programme and build support and connections in practice
- Hold and coordinate collaborations with other partners
- Growing the wider network of stakeholders and academic partners to support community research in Hartlepool
- Deliver other programmes and projects in Hartlepool and the wider region as they are developed

Programme Development

- Working closely with the Co-Executive Director and Senior Programme Manager (Wales), lead the ongoing translation of People's Economy's strategy into a programme of work in Hartlepool and the North East
- Lead outreach and relationship building with community and civil society partners across the region
- Develop the programme's storytelling, finding ways to develop and share stories emerging from the research

- Sharing practice and approaches from community research in Hartlepool more widely
- Feeding learnings and tools developed locally back into the programme team at People's Economy

Supporting other work strands

- Feed into the development and implementation of other work strands, you are expected to be willing to travel regularly to support our place-based work in at least one other region (Birmingham, Wales, London).
- Work closely with the Senior Programme Manager (Wales) to explore how our different regional programmes intersect and can strengthen through collaboration and connected working

Managing projects and people

- Work with the Head of People and Operations to recruit and oversee freelancers for your programme areas.
- Line manage freelancers contributing to People's Economy's programme of work in the North East, and any staff roles which (in future) report to this role.
- Manage (or contribute to) non-programme projects that contribute to achieving People's Economy's goals, as agreed with the Co-Executive Directors.
- Work collaboratively with colleagues to ensure a joined-up approach across People's Economy's work.

Financial management and income generation

- With support from the Co-Executive Directors and Head of People & Operations, develop and manage budgets for your programmes of work.
- With support from the Co-Executive Directors contribute to income generation by leading the development of agreed identified opportunities, including by holding key relationships with existing and potential funders.

All *People's Economy* employees are expected to:

- Always act in the best interests of *People's Economy* and work in line with *People's Economy*'s stated principles and values

- Comply with *People's Economy* policies and procedures
- Implement the organisation's commitment to Diversity, Inclusion and Anti-Oppression in their work
- Contribute to organisation-wide processes and development of practice
- Maintain confidentiality in all areas relating to *People's Economy*
- Contribute to organisation-wide processes and development of practice
- To be flexible and co-operative and to undertake any other reasonable duties that support the needs of the organisation, as requested by the Executive Director or Board of Trustees

This job description is not necessarily an exhaustive list of duties but is intended to reflect a range of duties the post-holder will perform. The job description will be reviewed regularly and may be changed in consultation with the post-holder.

Person specification:

	Essential	Desirable
Experience	Designing and developing and/or implementing projects, programmes or local plans for action in communities Experience of designing and leading participatory or community-led research, using appropriate methods and ethical practice, without defaulting to extractive, top-down approaches Strong facilitation experience, able to hold momentum and coherence across groups with different perspectives and priorities, including through tension, uncertainty and emergence over long-term projects	Developing and delivering programmes of work and partnerships within the Hartlepool and the North East's community and civil society sector Living as part of a community that is marginalised or experiencing economic injustice Supporting groups or coalitions to develop shared analysis of complex issues and translate that analysis into strategies and plans for action Experience of building equitable partnerships with

	Experience of building high trust working relationships and coordinating across multiple partners or stakeholders, particularly communities experiencing economic injustice, in ways that minimise imbalances of power	academics, universities or research institutions Experience of synthesising research findings into accessible outputs (such as reports, briefings, stories or creative formats) that groups can use to inform decisions, campaigns and action
Skills and Knowledge	Understanding of key social and economic issues facing communities in Hartlepool and the North East Confident oral and written communicator with the ability to synthesise complex information and communicate it clearly and accessibly to a range of audiences without specialist backgrounds Ability to think independently, critically and creatively and to take responsibility for decision-making Excellent time and project management skills, including the ability to prioritise limited resources to maximise impact	In-depth understanding of aspects of UK social or economic policy Confidence working with, or willingness to learn about, economic and financial data on how money and resources flow through a place (e.g. council budgets, company accounts, public datasets) Translating organisational strategy into practical programmes of work Ability to build and manage effective relationships with funders and secure resources for programmes of work
Personal attributes	*These are some of the personal attributes we're looking for in everyone who joins our team. We're not expecting you to be able to demonstrate every single one, but show they are areas you are already working on or committed to meaningfully developing alongside the rest of our team.* • Committed to and excited by People's Economy's mission of doing long-term work with people experiencing economic	

	injustice across the UK to collectively understand, reimagine and change the economy. • Commitment to working with People's Economy's diversity, inclusion and anti-oppression aims and values. • An open, collaborative, consensual and self-reflective working style, including ability to navigate disagreement and conflict in a constructive way and to be accountable to others. • Dynamic and energetic, constantly reflecting on People's Economy's effectiveness and seeking ways to improve our impact. • A critical and strategic thinker, able to both see the big picture and have an eye for detail. • Ability to reflect and learn, including sharing failures and uncertainties. Openly giving and taking constructive feedback from the team and members of People's Economy's community to bring out the best in you and others. • The emotional intelligence to empathise with and appreciate others, creating opportunities for those you work with to grow and develop.

How to apply and how the process will work

Submitting an application

To apply for this role please submit your CV and a cover letter to careers@peopleseconomyuk.org with the subject line 'Senior Programme & Community Research Lead - North East'. Please confirm in this email whether you are currently based in the North East or, if not, what your connection is to the area.

Your cover letter should address the following questions and be no longer than one A4 page:

1. Why do you want to be part of the People's Economy team?
2. How do your skills and experience meet what is set out in this Job Description?

To be considered for the role you must submit your application by the deadline. Please also complete a Diversity Monitoring Form, this is not mandatory but

helps us ensure we are reaching everyone, and informs whether we should make changes to improve our roles and recruitment practice.

We want to see people at their best and so of course will make any reasonable adjustments relating to long-term conditions or disabilities that you need to help you perform at your best. Please let us know if this applies to completing your written application. We also ask you to let us know when submitting your application if you have any requirements for accessibility-related adjustments if you are selected for an interview.

Let's also name the elephant in the room! *Sometimes we all experience a bit of imposter syndrome. At People's Economy, we lean into this feeling. We believe that imposter syndrome is a manifestation of the oppression many of us face day to day. You don't have to tick all the boxes for each role to apply. If you feel a pull towards a specific role and believe you could make a difference we would love to hear from you!*

Online Open House

Come and meet us! If you have questions about the role which haven't been answered in this pack, please join us for a remote Q&A session on Wednesday 25th November at 5pm.

To attend please reserve a spot here.

Interviews

First-round interviews will take place via Zoom on the 11th and 13th of January. If you will be unavailable for either of these dates please mention this in your application email.

If you are invited to interview you can let us know if you need us to cover travel, childcare or similar costs to allow you to attend the interview. We usually don't dress formally for work, so please wear whatever you feel most comfortable in for the interview.

References and eligibility checks

Once we have identified a preferred candidate via the interview process, we will carry out reference checks and legally required checks of eligibility to work in the UK before making a final job offer.

How we will process your application data

We set out in our data notice for applicants how we will treat the data that we gather about you as part of the recruitment process.