

Community Organiser

Information Pack

September 2026



Protecting human rights in childbirth

Message from our CEO

Firstly, thank you for your interest in joining Birthrights as a Community Organiser. This is an opportunity to join a values-driven, passionate community of changemakers who are transforming the maternity landscape across the UK. Together, we are reimagining what it means to deliver care rooted in human rights, equity, and justice — so that every woman and birthing person can experience dignity, safety, and respect during pregnancy and birth.

Since our beginnings in 2013 as a small, volunteer-led initiative, Birthrights has grown into the leading national authority on human rights in maternity care. Our reach and impact continue to deepen — from delivering trusted advice and information to thousands of women and birthing people, to training professionals across hospital trusts and in communities to embed rights-respecting practice.

But our purpose goes beyond individual change. We are reshaping the systems, policies, and power structures that define maternity care. We hold institutions to account, make visible the diverse realities of birthing experiences, and work shoulder-to-shoulder with community and grassroots organisations to build a powerful, collective movement for birth and reproductive justice.



Birthrights is here to champion the fundamental human rights of women and birthing people during pregnancy and birth across the UK.



“When we set out, human rights weren’t part of the conversation in maternity care, but our work has changed that and made a real difference to the lives of women and birthing people.”

– Elizabeth Prochaska, Birthrights Co-founder

We meet the scale of injustice in maternity care with courage, clarity, and conviction. Through rights-based advocacy, training, and policy change, we challenge harmful practices and create pathways for systemic transformation. In the past year alone, we have launched our ambitious Home Birth Restrictions campaign, called for legislative reform through the SAFE Maternity Care Act, and amplified the voices of those most impacted by inequality. Alongside this, we have strengthened our organisational foundations and set out a bold new 10-year strategic framework to guide our next decade of change.

Momentum is building – and we are ready for what comes next. We are deepening our collaboration with civil society and grassroots partners, co-creating a movement that demands a maternity system rebuilt from the ground up – one that truly centres justice, community, and liberation.

As our Community Organiser, you will play a pivotal role in shaping this next chapter. You will be joining a committed and values-aligned team who will support you to hold this role with care, strength, and integrity.

If you are energised by our mission, share our belief in a radically different maternity system, and are ready to help shape a more just and equitable future, we would love to hear from you. We are interested in your values, vision, and commitment to transformation as much as your experience.

We look forward to welcoming you into our movement.

Hazel Williams

Chief Executive Officer, Birthrights

About Birthrights

Birthrights champions respectful care during pregnancy and childbirth by protecting human rights. We provide advice and information to women and birthing people, train doctors and midwives, and campaign to change maternity policy and systems.

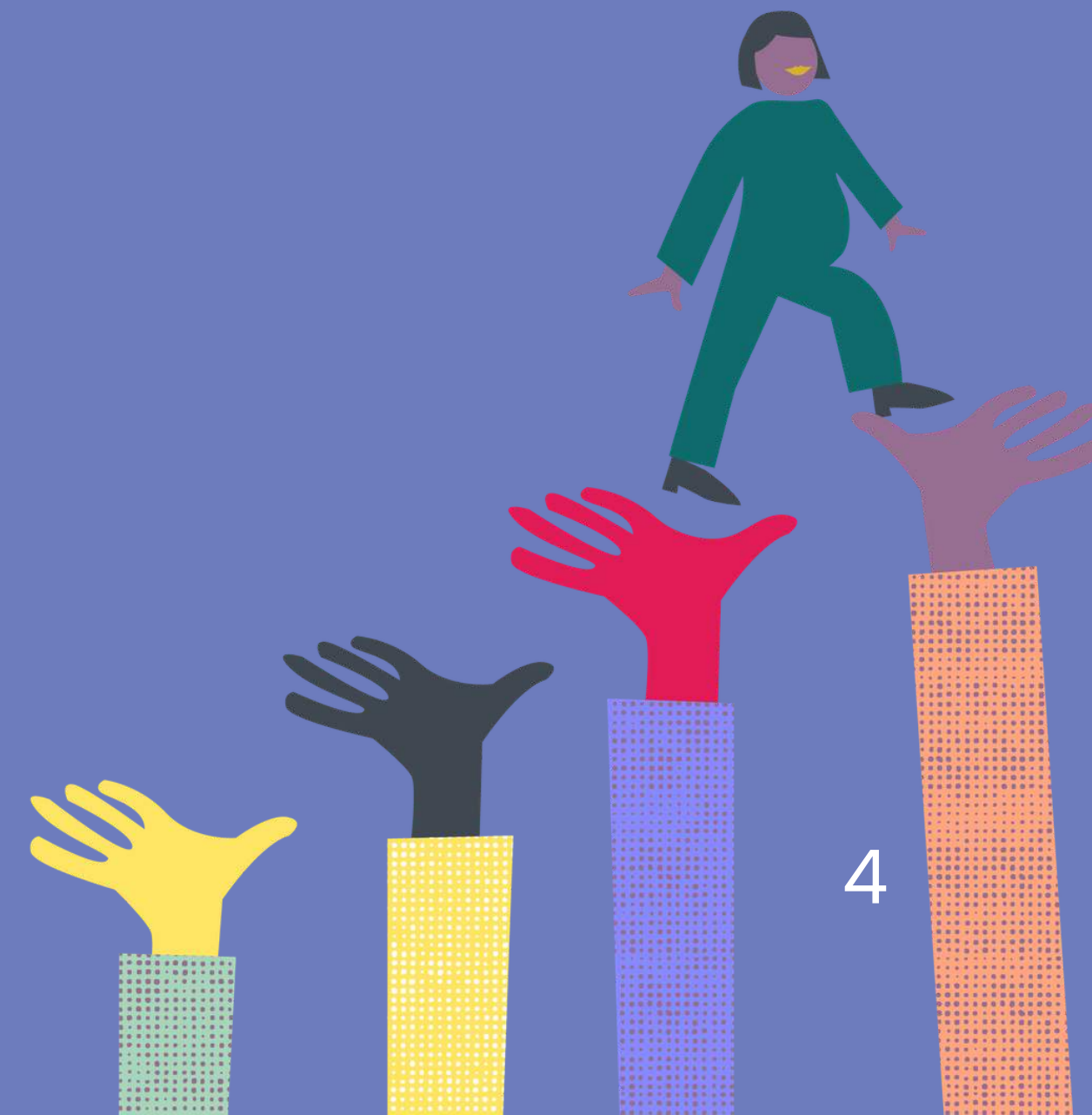
Our vision is that everyone receives the respect and dignity they deserve in pregnancy and childbirth.

Our mission is to be the authority on human rights in pregnancy and childbirth in the UK and use that influence to improve services and practice throughout the maternity system.

We have a strong track record of achieving national and local changes to maternity care, underpinned by robust and skilful policy influencing work. We punch well above our weight, with a seat on NHS England's Maternity Advisory Stakeholder Council and strong relationships with the Royal Colleges and regulators for both midwives and obstetricians.

It's an exciting time to join us. In 2023, we celebrated 10 years as a small charity, keeping the lived experience of women and birthing people at the heart of everything we do. We continue to champion a human rights framework in maternity care and for human rights law to underpin the regulation of maternity care. You will be one of several new staff, working under a strong Board, 10-year strategy and new CEO.

We believe pregnancy and birth should above all be about your body, your birth, your rights.



About our team

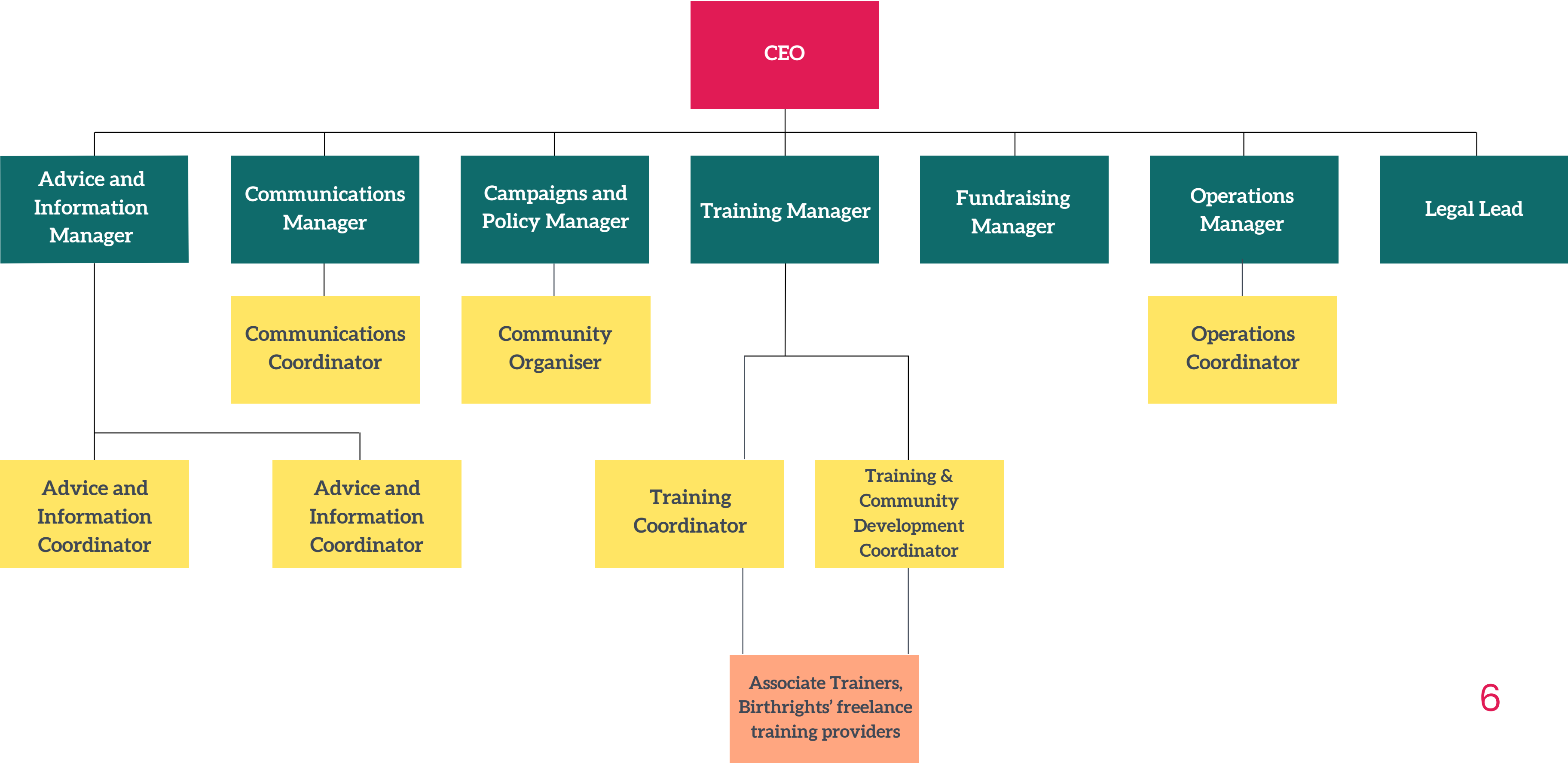
Birthrights has a small, dedicated and passionate team committed to improving the outcomes and experiences of women and birthing people throughout their pregnancy and birth.

We are recruiting to enable us to increase our reach and impact, particularly in communities with significantly worse maternal outcomes than the wider population.

As well as our staff team, we are supported by Associate Trainers with legal and frontline health experience.



Our organisational structure



Working with Birthrights

Birthrights has a committed and supportive team of part time staff who all work remotely and are spread across the country. While this role is fully remote, we do organise quarterly team meetings and away days in different locations. We use Microsoft Teams messaging and calls to support one and another and to communicate throughout the day.

As a charity we are committed to promoting a positive working environment and recognise that balancing work and home life requires flexibility.

We believe a focus on team and individual wellbeing is central to our ability to deliver the best results for women and birthing people.

We are committed to building a diverse and inclusive team where we feel comfortable to bring our full selves to work. We believe this is core to our ability to be an organisation that is an accessible and inclusive.

We would like to thank the Tudor Trust for making this new role possible.

All Birthrights staff members receive:

- 30 days annual leave pro rata, plus bank holidays pro-rata and Christmas closure of up to 4 days in addition to leave.
- A monthly work from home allowance.
- Enhanced maternity/paternity/adoption/shared leave provision.
- Investment in your continuous professional learning.
- Investment in your health and wellbeing



“I cried reading your email (happy tears) in thoughts that there might be some hope for what I would like my birth to look like for me and my baby.”

–Advice & Information service user feedback

About the role

We are looking for someone who is passionate about advancing human rights in maternity care through reflective, compassionate and meaningful collaboration, and co-creation with those most affected. This role will support our Campaigns and Policy Manager and CEO in developing Communities Imagine, an initiative that centres the voices, knowledge, and leadership of people most impacted by systemic inequities in maternity care.

You will form a key part of the Campaigns and Policy work. The role will involve listening to communities, and researching, mapping and supporting the development of campaigns, working alongside Training, Information and Advice, and Legal team colleagues.

You will need to be a strong team player who can build relationships both internally and externally, and a self-starter able to progress work independently.

You will have the opportunity to make a real difference to women and birthing people's experience of pregnancy and childbirth.

Role Purpose	To play a key role in supporting the development of Communities Imagine, to listen to and engage creatively with communities to identify insights and co create priorities for wider systems change in maternity care.
Reports to	Campaigns and Policy Manager
Salary	£33,000 FTE per annum pro rata - (£19,800 actual for 3 days per week)
Hours	22.5 hours per week based on a 37.5 hour working week. Core hours 10 – 3pm. Hours will need to overlap with the whole organisation on Tuesdays.
Location	Home-based UK resident. The post holder will be expected to be within 4 hours' train travel of London. The role involves travelling to London and other UK cities for team meetings and events, up to 10 times per year. Reasonable travel expenses will be covered.
Benefits	30 days annual leave pro rata, plus bank holidays and Christmas closure in addition to leave. Highly flexible working, enhanced sick pay and parental leave policies and access to wellbeing fund – currently £450 per staff. Employer contribution of 3% to NEST employee pension.
Contract	2 years with potential to extend



“Having someone who properly listened to me when it felt like I was up against a brick wall was hugely valuable on many levels.”

– Advice & Information service user feedback

About our Communities Imagine initiative

Through our in-depth work, backed up by our year-long inquiry into racial disparities in maternal outcomes in 2022, we know that racism exists and is deeply embedded in maternity care at all levels (relational, institutional, structural and systemic). This continues to result in long-term physical and psychological harms for women and birthing people who are denied autonomy and agency.

We believe that any meaningful changes to the legislation and the maternity system must centre the voices and radical imaginings of the communities who are most failed by the system. Instead of showing what is wrong with the system, our view is to create spaces for communities to share their visions of how maternity care can and should be and space to build support and take action so that ideas and strategies for change can flourish.

In our community visioning work we want to ensure it is community-led with trauma-informed practice at its heart, with opportunities to explore different models of community-led insight including through creative interventions. We would like to work with grassroots organisations that serve the most marginalised communities who are at greatest risk of experiencing violations and restrictions of their rights.



Job Description

The exact portfolio of work will be determined by discussion with the Campaigns and Policy Manager informed by our 10-Year strategic plan and the Communities Imagine Advisory Group, it will include:

- Researching similar community-led or movement-building initiatives in the UK and internationally, to identify lessons learned.
- Identifying strategic opportunities for workshops and training that can help our team deepen their understanding of the project's purpose and values.
- Mapping and maintaining a database of potential partners (beyond our existing relationships) - particularly grassroots groups and networks and larger charities - to support our Communities Imagine and wider policy work.
- Reviewing and developing our approach to community, partner and stakeholder engagement.
- Organise a series of events, webinars, and learning spaces with communities, to share their vision of how maternity care should be.
- With the Campaigns and Policy manager and communities, co-create the insights from coming together and next steps for collective action.
- Provide support to the Policy & Campaigns Manager and CEO in organising inclusive and power-sharing Advisory Group meetings that will guide our Communities Imagine work.

We are a small team and you will also be expected to contribute to the wider work of the team including:

- Attending team meetings.
- Contributing to funding bids and reports to funders.
- Help ensure that furthering racial justice and reproductive justice is at the heart of all our policy work and that our Communities Imagine initiative is rooted in community experience and informed by those facing multiple oppressions.

Person specification

Essential

- Strong understanding of community-led and movement-building approaches, ideally in a human rights, social justice, feminist or anti-racism context.
- Knowledge of intersectionality and a commitment to anti-racist, inclusive, and rights-based principles.
- Experience engaging with community representatives with lived experience of oppression to listen and co-create research, policy, or advocacy work, with a strong track record of community engagement and awareness of power dynamics and equity in partnerships.
- Proven relationship-building skills, including mapping networks, maintaining partnership databases, and collaborating with stakeholders from grassroots groups to larger NGOs.
- Familiarity with the UK charity, advocacy, or policy sectors, particularly organisations working in health, maternity, racial, and social justice.
- Strong analytical skills with experience interpreting qualitative and quantitative data, supported by education, training, or professional experience in public policy, law, human rights, or a related field.
- Highly organised, with excellent project and time-management skills.
- Self-starter with the ability to work independently in a remote team, demonstrating curiosity and initiative.
- Excellent oral and written communication skills, including facilitation and the ability to hold inclusive, welcoming and supportive spaces.
- Commitment to organisational values, inclusion, and ongoing reflection on personal biases and beliefs.

Desirable

- Understanding of current issues in maternity care.
- Knowledge of the inequalities and barriers faced within maternity care systems, we welcome applicants who can demonstrate equivalent knowledge through lived experience, self-directed learning, or community-based work (please note we will not ask you to disclose details of your lived experience at any point during the recruitment process)

How to apply

Please send your CV and answer to the two questions in writing, or if you prefer, please send a video or voice note with your answers to the questions careers@birthrights.org.uk. by 12pm (noon) on Wednesday 4th November.

Please anonymise your CV and answers to the questions by removing your name and any contact details, and send them as two separate attachments in Word or .PDF format, not links. Alternatively you can send a video or voice note with your answers to the questions via WeTransfer only. We will number applications for the panel and match them to emails to contact you.

Application questions:

- 1. Briefly describe how your skills and experience would make you great as our new Community Organiser, looking at the person specification for inspiration (up to 500 words or a 3-minute video)**
- 2. How would you design and create spaces with people and organisations that are accessible and embody anti-racist practice? (up to 350 words or a 2-minute video)**

We will be hosting a webinar on Tuesday, October 20th, 12:30-1:15pm, where you can learn more about the role and ask questions. Please register [here](#).

Interviews will take place online on Microsoft Teams on Tuesday 24th November and Thursday 26th November. We will share some of the interview questions and task in advance as part of our commitment to inclusive practice.

Please let us know if you require additional support or reasonable adjustments for the application, or interview. We really want the process to feel accessible.



“Our community felt centred in the conversations and hopeful that their reflections and ideas would be used to create training resources to improve human rights in maternity care.”

– Feedback from our Community Conversation in Cardiff, 2026