

Movement Mobilisation Manager Information pack

- Act for Peace is a dynamic humanitarian aid and development agency
- A unique opportunity to establish and mobilise a courageous movement for peace with justice by uniting and equipping communities of faith
- Permanent Full-time position
- Location: Hybrid

Thank you for your interest in this position.

Please apply online and enclose:

- A 1-page cover letter including your motivations for pursuing this role and addressing the Selection Criteria
- Your resume.

Applications close Monday 22nd September 2025

Please contact jobs@actforpeace.org.au if you have any queries.

About the position:

The Head of Movement Mobilisation exists to build and strengthen Act for Peace's movement for peace by leading strategies that connect, equip, and empower communities of faith to take collective action. This role is responsible for developing and implementing relational organising, leadership development, and mobilisation initiatives that transform parishioners, churches and members of the community from supporters into active movement builders.

By fostering deep relationships, growing distributed leadership, and driving impactful campaigns, the Head of Movement Mobilisation ensures Act for Peace becomes a catalyst for systemic change and a backbone organisation for a courageous and enduring movement for peace.

About Act for Peace:

Today, there are more refugees, asylum seekers and displaced people worldwide than at any time since World War II. That's more than 65 million people forced to flee their homes to escape conflict and disaster.

It's a terrible injustice. And one that we can, and must, overcome.

We believe that when people all over the world work together, big changes really are possible. That's why we've made it our mission to act in partnership with other passionate people, like you, across the globe to achieve safety, justice and dignity in communities threatened by conflict and natural disaster. We don't think there's any more important task.

Over the past 67 years our supporters have provided food, shelter, education, healthcare and training to help the world's most vulnerable prepare for, cope with and recover from conflict and disaster.

Together we're tackling the root causes of injustice and are building a brighter future for everyone. We hope that you'll join us in this vital mission.

Our Vision:

A peaceful world where all people share a safe, just and dignified life.

Our Purpose:

We empower passionate people to work together to achieve safety, justice and dignity in communities threatened by conflict and disaster.

The international humanitarian agency of the National Council of Churches in Australia.

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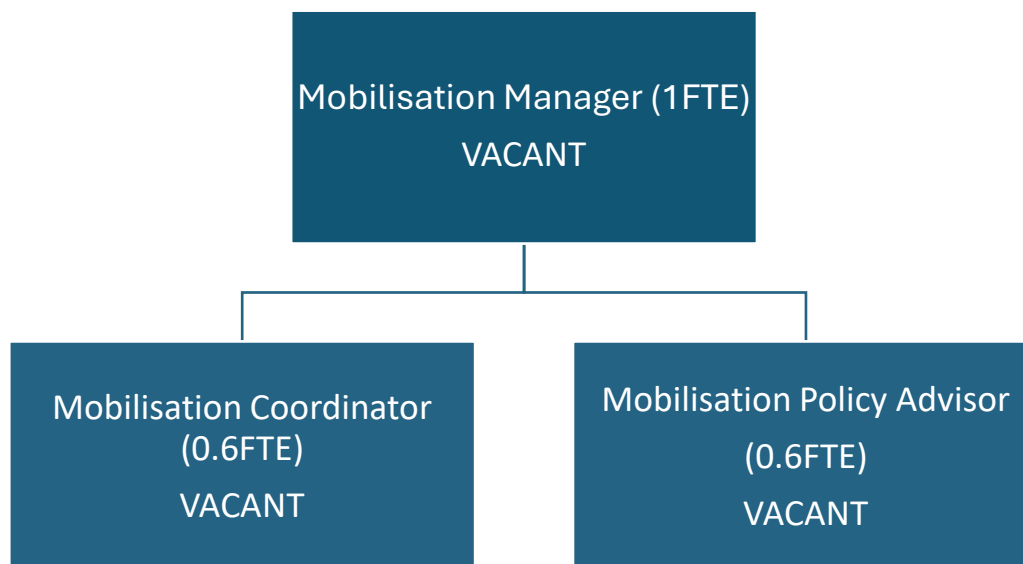
About the Movement Mobilisation Team

The Movement Mobilisation Team exists to build a courageous movement for peace with justice by connecting, equipping, and empowering communities of faith to act collectively. Its purpose is to become a catalyst and backbone organisation for a growing movement that unites people of faith and the broader community in meaningful action for systemic change.

The team will focus on identifying and supporting church leaders and parishioners to act as movement builders within their communities; relationship-centred organising, by facilitating deep and ongoing relational meetings (one-to-ones) to build trust, commitment, and shared purpose; and strategic mobilisation, by designing and implementing campaigns that align faith-based values with actions for impact.

The Movement Mobilisation Team will embed storytelling and power analysis in its daily practice –lifting powerful narratives of faith and justice to inspire action, while mapping the social and institutional power structures that must be engaged or challenged to achieve change. Ultimately, the team will focus on building a relational infrastructure of faith-based supporters who see themselves as a movement for peace, capable of campaigning, fundraising and shifting the public discourse and policy.

Movement Mobilisation Team Structure



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Movement Mobilisation Manager Position Description

Key Accountabilities

Key Accountabilities	Performance Expectations	
Movement Strategy Development	<ul style="list-style-type: none"> Design and implement strategies to build a powerful, faith-based movement for peace, grounded in movement building and community organising principles. Engage collaboratively across the organisation to shape the movement-building strategies, actively seeking diverse perspectives and input while maintaining clear ownership and accountability for final direction and delivery. Introduce and promote Act for Peace as an organisation which supports and guiding the movement and requiring their support. 	40%
Leadership Development	<ul style="list-style-type: none"> Identify, equip, and support church leaders, parishioners, and local champions to take on leadership roles within the movement. 	
Relational Organising	<ul style="list-style-type: none"> Lead relational engagement approaches, including one-to-one meetings to build trust and commitment. Represent Act for Peace in ecumenical forums and gatherings, contributing to a united Christian voice for peace 	
Team Leadership and Culture Building	<ul style="list-style-type: none"> Build and lead a cohesive, high-performing team that reflects Act for Peace's values. Supervise, mentor, and support staff in their leadership, and performance development. Foster a team culture of reflection, shared learning, and adaptive thinking, anchored in the principles of Reimagine. Promote wellbeing, equity, and inclusion in all aspects of staff engagement, including safe travel practices, work-life balance, and psychological safety. 	
Collective Action	<ul style="list-style-type: none"> Develop and support people of faith and their communities to deliver impactful campaigns that connect faith with action for peace and justice, which mobilise communities to influence public opinion and policy. 	30%

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	<ul style="list-style-type: none"> • Mobilise churches and their communities to take coordinated action for peace • Work with the Policy Advisor to activate churches around advocacy priorities and campaign moments that support people impacted by conflict and displacement and influence systemic change • Work closely with the Head of Engagement to identify individuals in church networks who may support Act for Peace through major gifts or legacy giving 	
Reporting and Learning	<ul style="list-style-type: none"> • Track, evaluate and report on mobilisation activities to support learning and continuous improvement • Share insights, opportunities and referrals with the Engagement Team to support coordinated supporter journeys 	10%
General Operations and Collaboration	<ul style="list-style-type: none"> • Collaboration - Work across the organisation to integrate and align activities • Represent the organisation internally and externally, speaking regularly with churches, ecumenical councils and schools, and potentially including media interviews or other speaking engagements • Budget management within area of responsibility to ensure targets are met and allocating resources efficiently to maximize impact • Line management - This role has two direct reports (both part time roles) and could also include occasional line-management of volunteers, interns or casuals • Other job-related duties - From time to time this role may be required to perform other job-related duties as assigned 	5%

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Skills, Qualifications and Experience – Selection Criteria

Essential

- Team Leadership: Demonstrated ability to lead teams through complexity, with a focus on care, learning, and shared leadership.
- Proven experience in faith-based mobilisation, community organising, or church leadership.
- Experience working with churches: Experience working with or within Christian congregations and denominational networks.
- Relationship management skills: Outstanding interpersonal and relationship-building skills.
- Excellent stakeholder and relationship management skills: Demonstrated ability to build rapport, establish trust, and tailor communication for different audiences, including high-value donors and faith-based supporters.
- Theological fluency and faith-based insight: Understanding of Christian theology and mission. Understanding of and alignment with ecumenical principles and the ability to navigate diverse Christian traditions with nuance and respect.
- Strategy and planning: Strategic thinking and planning skills, with experience designing and delivering engagement strategies
- Communications: Strong written and verbal communication skills, particularly in developing church-facing resources.
- Analytical approach: Inquisitive and curious attitude. Naturally uses evidence and data to understand ‘why’ and inform better decision making.
- Financial management, data analysis and risk management: Strong data analysis and financial management skills. A track record of accurate income forecasting and budget management.
- Ability to travel: Willingness and ability to travel to church partners and events across Australia.

Key Stakeholders and Relationships

- External – Church leaders and networks, faith-based partners, key supporters and prospects, ecumenical bodies, and sector collaborators.
- Internal – Chief Executive Officer, Chief of Global Solidarity, Chief of Engagement, Content Lead.

Other Requirements

- Eligibility to work in Australia
- Commitment to the values of Act for Peace
- Commitment to abide by the principles, policies, and codes of conduct of Act for Peace

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- Establish positive, collaborative relationships with the Act for Peace teams
- Capacity to undertake intermittent travel and work outside standard business hours (reasonably)
- Abide by industry norms – as set out in the Act for Peace accountability framework
- For our full Policies set please see: <http://www.actforpeace.org.au/our-policies>
- Commitment to Act for Peace requirements, including attendance at staff meetings; completion of all administration, finance and operational reporting requirements as per policy and/or line managers directive, adherence to program, HR and finance policies and procedures
- Respect for a multicultural and multi-talented workforce.

Safeguarding Requirements and Responsibilities

Act for Peace takes the prevention of fraud and of sexual misconduct and harassment, and child protection seriously. As part of our Safeguarding Policies (Child Safeguarding and Prevention of Sexual Exploitation Abuse and Harassment).

- Employment is conditional upon the outcome of an Australian Federal Police Background check, as well as an equivalent police background check for any country in which the applicant has lived for more than 12 months during the last five years and for each country of citizenship.
- A working with children check may be required.
- Strict adherence to our Code of Conduct, Child Safeguarding Policy, Child Safeguarding Code of Conduct, Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) Policy and the Privacy Policy is mandatory.

Work, Health, and Safety Responsibilities

Cooperate with all health and safety policies and procedures of the organisation and take all reasonable care that your actions or omissions do not impact on the health and safety of colleagues in the workplace.

Act for Peace is an equal opportunities employer. Individuals with lived experience of displacement are encouraged to apply.

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