



## Employment Opportunity

*“The Phoenix Way seeks to ensure that no community is left behind”.*

Any enquires please contact Nadia Shiraz.  
Email: [projects@inclusivenorth.org.uk](mailto:projects@inclusivenorth.org.uk)  
Phone: 01254 392974

### How to Apply:

Please send your CV along with a covering letter no more than 2 sides of A4 font size 12) OR

A CV and a short video (no longer than 5 minutes long) answering the following questions:

- What excites you most about this role and how is it directly connected to your skills and experience?  
Please bear in mind the requirements of the Person Specification.
- What experiences will you bring to this role?



Deadline: Monday 17<sup>th</sup> November 10am.



Email: [projects@inclusivenorth.org.uk](mailto:projects@inclusivenorth.org.uk) email title 'TPW application'




Call: 01254 392974

**Inclusive North** is The Phoenix Way's lead partner in the North West.  
We are seeking to **recruit for the following positions** to work across Greater Manchester .

**Development Officer(s) X1 FTE, X1 0.5 FTE**

**Based in Manchester, St Thomas Centre, Ardwick Green N, Manchester, M12 6FZ**

 **Initial term:** 12 months

 **Possible extension:** Up to 4 years (subject to funding)

## About The Phoenix Way

The Phoenix Way (TPW) is a **national collaborative partnership** created during the Covid-19 pandemic to tackle **structural inequalities** faced by **Black and racially minoritised (BRM)** communities in accessing funding and influence in the UK.

The **Phoenix Fund** was born 2020, which distributed **£2.4 million** to 184 BRM-led organisations, it then became TPW, it's building a **movement for change** in how funding is allocated, decided, and accessed.

## Our Mission

We work with BRM (Black and Racially minoritised) communities to:




- **Raise awareness** of the unique challenges they face.
- **Deliver flexible, community-led grants** across the UK.
- **Strengthen regional BRM infrastructure** by 2026.
- **Encourage funders** to be transparent and equitable.
- **Support funders** to work within a restorative justice model to stop structural inequalities.
- **Empower communities** to shape funding priorities.
- **Develop strategic partnerships** with government, voluntary sector, and businesses.
- Commit to **truly equitable grant-giving** at all scales.

## What You'll Do as an Officer:

- Establish or strengthen **infrastructure hubs** in your area.
- Train and mentor **governance experts**.
- Host **community wealth building workshops** and events.
- Create **Strategic Advisory Groups** with representation from protected groups.
- Provide **tailored capacity-building** for BRM-led VCFSE organisations.
- Offer **pre-application support packages** for funding.
- Contribute to mapping and development of research.

## Expected Outcomes

- ✓ Stronger BRM infrastructure and connections across the North West.
- ✓ Affordable, high-quality governance advice for BRM organisations.
- ✓ BRM leaders more confident in engaging with strategic bodies.
- ✓ Greater collaboration between sub-regions.
- ✓ Wider awareness of TPW across voluntary and public sectors.
- ✓ Equity, anti-discrimination, and transparency embedded in local systems.
- ✓ Higher success rates for BRM funding applications.
- ✓ Improved implementation of anti-discriminatory practices.

-  **Deadline:** Monday 17<sup>th</sup> November 2025 @ 10am
-  **Email:** [projects@inclusivenorth.org.uk](mailto:projects@inclusivenorth.org.uk) email title 'TPW application'
-  **Call:** 01254 392974 if you any questions or queries.

Please note these posts are for Manchester based Development Officers.

St Thomas Centre, Ardwick Green N, Manchester, M12 6FZ