

RRAC Group Coordinator Recruitment Pack

26/27

Overview of RRAC

Who We Are

We are the Reproductive Rights Activist Collective (RRAC), a volunteer-led network dedicated to advancing reproductive justice in local communities in England and Wales. We began as a project of Abortion Rights, but have a wider focus.

Our vision is a strong, resourced, growing network of local groups fighting reproductive injustice in their communities. We are proudly anti-racist, trans-inclusive and pro abortion and sex workers' rights.

A note on our name: we have always been committed to embedding a reproductive justice approach in our work, but have waited to reflect that in our name until we felt we had demonstrated this commitment through action. While there is much more work to do, we are happy to announce we are hoping to change our name to the Reproductive Justice Activist Collective in January 2027.

Our Structure

RRAC operates using a snowflake leadership structure, where each team is empowered to make decisions within its own area of work. These teams are connected through the Support Team, who coordinate activity across the organisation, support collaboration between teams, oversee long-term planning, manage key stakeholder relationships and ensure that everything we do is guided by our values.

The Support Team works with four secondary teams:

- The Communications Team designs assets, manages our social media channels and oversees the content and development of our website.
- The Fundraising Team identifies funding opportunities and supports RRAC to secure the resources needed to sustain and grow our work.
- The Bootcamp Team designs and delivers the Bootcamp training programme, including recruiting new group coordinators to take part.
- The Collective Team provides ongoing training, coaching and support for local group coordinators. They support the activists as coordinators to grow their local RRAC groups, strengthen their organising practice and run impactful campaigns that advance reproductive justice in their communities.

What do we mean by Reproductive Justice?

Created by the SisterSong Women of Colour Reproductive Justice Collective.

Reproductive Justice has four main pillars:

- The human right to own our bodies and control our future
- The human right to have children
- The human right to not have children, and
- The human right to parent the children we have in safe and sustainable communities.

Reproductive justice involves taking an intersectional and multi-issue approach to campaigning, ensuring that the methods of campaigning are accessible and empowering of communities, and do not perpetuate existing inequities. This includes looking beyond a single-issue focus on the decriminalisation of abortion.

Examples of reproductive injustice:

- A Black woman giving birth in hospital repeatedly tells staff that she is in severe pain and something feels wrong, but her concerns are dismissed. A serious complication is only identified later.
- A migrant woman living with insecure immigration status delays seeking maternity care because she is afraid of being charged or that accessing services could affect her immigration status.
- A trans man faces discrimination from his employer, who repeatedly misgenders him, and creates an unsafe work environment which leaves him feeling he has to leave.
- A sex worker faces violence at work, with repeated police raids in which she is physically assaulted, and her belongings taken away.
- A mother living in an area with poor housing and high levels of pollution is expected to raise her children in unsafe conditions, while facing systemic barriers to accessing better housing and support.

What do we mean by community organising?

Community organising is a way of creating lasting change by bringing people together to build collective power around the issues that matter to them. Rather than relying on individuals or those already in positions of influence, community organising supports

people to identify shared concerns, develop leadership skills and take action together to improve their communities.

Local campaigns then build confidence, strengthen relationships and grow the movement, while contributing to wider national change.

Community organising also involves a relational approach to campaigning. This means getting to know your community, building trust and understanding more deeply what motivates community members.

Example of community organising:

- Community organising might look like someone noticing that parents in their area are struggling to access maternity services and deciding to find out more. They have conversations with parents at playgroups, community centres and local events, listening to their experiences and discovering that many people share the same concerns. Rather than trying to fix the problem alone, they bring those people together, build relationships, and support others to get involved. Over time, the group identifies what needs to change and takes action together, creating a stronger community voice and building the collective power needed to make a difference.

The Bootcamp Curriculum

Our curriculum is designed to support group coordinators in the creation and development of local campaign groups.

Here's an overview of the 12-week programme:

- Week 1: Introduction to RRAC, support available & our theory of change.
- Week 2: Introduction to the Reproductive Justice framework & key concepts.
- Week 3: Introduction to Community Organising & how it fits with reproductive justice.
- Week 4: Engaging with your community & recruitment through 1-to-1s.
- Week 5: Imagining reproductive justice utopias.
- Week 6: Programme check-in with a community engagement focus.
- Week 7: Campaign planning through understanding what a campaign timeline looks like.
- Week 8: Planning your first group meeting.
- Week 9: Communicating & talking about reproductive justice.
- Week 10: Programme check-in with a focus on reflection & coaching.
- Week 11: Practical aspects for your campaign, including funding & GDPR

- Week 12: Celebration & next steps.

Once you've graduated from the Bootcamp, you will continue to be coached by Collective Team members to further develop your skills and progress your campaign.

When & Where

- The Bootcamp will run for 12 weeks, from **2nd March** to **18th May 2027**.
- Sessions will take place every Tuesday, with the exception of 11th March and 25th March, when sessions will be held on Thursday instead.
- All sessions will be held **online** and range between **1-2 hours** per session.

We encourage you to consider whether this time commitment is realistic for you before submitting an application.

Role Profile

Who We're Looking For

As a Group Coordinator, you'll play a key role in creating a local RRAC group, developing and taking action on reproductive justice issues in your community. We're looking for people who are passionate about building collective power and who are excited by the idea of bringing people together to create change.

You don't need to be an expert in reproductive justice or an experienced community organiser. We're looking for people with strong foundations in their local community and the willingness to learn, develop and support others, with the long-term commitment to maintain a campaign group..

The ideal Group Coordinator will:

- Be rooted in the community they want to organise in, with plans to remain in the area for the foreseeable future.
- Have existing relationships, networks or connections within their local community that can support organising, for example, through volunteering, campaigning, mutual aid, parent groups, faith groups, trade unions or other community organisations.
- Have strong interpersonal skills and enjoy building relationships with a wide range of people.
- Be organised, proactive and able to coordinate activities, manage projects and keep momentum going between meetings.

- Have the confidence, or the potential, to recruit, motivate and support volunteers, helping others to develop as organisers and leaders.
- Bring relevant lived experience, particularly of reproductive injustice or other intersecting forms of inequality. We especially encourage applications from people from marginalised communities.
- Have an interest in reproductive justice and a willingness to deepen their understanding through training and practice.
- Share RRAC's values, including being anti-racist, trans inclusive, pro abortion and supportive of sex workers' rights.

Candidates must be 18 or older and live in England or Wales. We especially encourage individuals who are most impacted by reproductive injustices, such as those from minoritised ethnicities, sex workers, trans people, disabled people, and working-class individuals, to apply.

The Commitment

We are looking for people who are ready to help establish a new campaign group in their local area.

Successful applicants must be able to commit to:

- Attending 12 weeks of the online Bootcamp from 2nd March - 18th May 2027.
- Recruiting and supporting at least two additional members to join their local campaigning group by the end of the Bootcamp.
- Spending at least **4 hours** per week for **4 months** after the bootcamp building and developing their local campaign group, from **June to September 2027**.
- Applying their learning in practice by building relationships in their community, identifying local reproductive justice issues and coordinating local group activity.

In return, we will provide specialist training, practical campaigning tools, ongoing coaching, and a network of peers working to build reproductive justice power across England and Wales.

Note: these four hours are flexible, can be done at any time during the week (apart from Bootcamp core learning hours), and we strongly encourage all volunteers to regularly take proper breaks and time off as needed to manage your health or caring responsibilities.

Recruitment Process

RRAC will be running a recruitment process to ensure that those selected as Group Coordinators feel supported and understand the commitment of the role.

The recruitment timeline will run as follows:

- Applications will be open from **2nd October** to **15th December 2026** (Deadline at **23:59**)
- Shortlisting will take place in early **January**
- Interview invites will be sent to applicants in **January**.
- Interviews will be held **online**.
- Those interviewed will be informed of the outcome of their interview by **1st February 2027**.

As we build our network, we'll prioritise establishing groups in communities where there is significant reproductive justice need, strong opportunities for community organising and leadership, and where local action has the potential to make a meaningful difference. This includes areas with larger underrepresented communities and places where reproductive justice is either particularly well supported or faces significant political opposition, as both contexts present important opportunities for organising and movement building.

[The application form can be completed here.](#)

If you would like to speak to a member of the Recruitment team before submission, please contact activistcollective@abortionrights.org.uk.