

Matthew Browne & Florence Pollock

We are excited to stand as a job-share for the Management Coordinator post - and believe we have the professional experience and Green values required to make a success of the role.

Professional experience:

The role of Management Coordinator is to work with party staff to ensure that the Green Party has good HR policies and processes. We believe we have a good combination of experience and skills for this.

Florence has worked in human resources for the past three years and currently works as an HR advisor for a large international charity. Florence has also served as Vice Chair of the Green Party Disciplinary Committee. Matt now works for an environmental charity, but was previously the Green Party's Governance Manager. In that role he helped manage the Party's policies and processes, including serving as GPEX Secretary and helping pull together the new safeguarding policy and the 2019 GE Manifesto.

Matt has detailed knowledge of Green Party policies and Florence has the professional HR background needed to provide an expert external eye over those policies. This combination of skills means we are well equipped to ensure that Green Party policies reflect - and lead - best practice.

Green values:

We are strongly committed to Green values, which would inform the decisions we make on GPEX. These values include:

- Professionalism - This means working hard, keeping people updated and being accountable. It also means treating everyone with respect and compassion, even if we disagree with them.
- Inclusivity - This means listening to people's lived experience, and acting when they say the Green Party needs to do better. It means recognising the Party has to do more for Greens of Colour, and to diversify. We support Green Party policy on trans rights.
- Prudence - This means recognising that every penny the Green Party has comes from members and supporters, and accepting the responsibility to spend it carefully – on measures that can be demonstrated to effectively amplify Green voices, and spread Green values.

Our plan:

We plan to use our combined experience to work with staff and members to make Green Party HR a beacon of best practice. Specific proposals include:

- Providing paid internships for young people of colour.



- Enabling further home working in all Green Party roles, to enable more applicants from outside London to apply.
- Encouraging applications for Green Party roles from those without formal qualifications.

Overall we want Green Party HR policies lead the field of staff and trade union rights. This high standard of HR will help the Green Party function more effectively, better supporting the hard work of campaigners on the ground. It will also help spread Green values – our policies should serve as an inspirational model for other organisations to follow. Just as other parties copy our magnificent political policies, we want other organisations copy our progressive HR practices.

We would be honoured if you felt able to support us, and our plan to make Green Party HR practices as transformative as our political ones.