



Worker Support Centre

Job description: Communications Manager

Job Title: Communications Manager

Location: The role is a remote working role with a hybrid combination of home-working and travel for team, worker, communications and partnership meetings. The majority of these meetings will take place in our office at WASPS Creative, Stormont Street, Perth.

Salary: £36,000-38,000

Hours: FT, 35 hours per week.

Benefits: 28 days holiday per year plus bank holidays with incremental leave (increasing to 30 days after 2 years); Flexible working options; Training and development opportunities; Union recognition; Enhanced pension contribution; and Employee centred counselling support.

Reporting to: Executive Director, working closely with the Peer Engagement Manager and Operations Manager.

Contract: Permanent

Contact: Please contact Recruitment@workersupportcentre.org.uk with any questions.

About the Worker Support Centre

The Worker Support Centre (WSC) is a Scottish charity working in partnership with migrant workers at risk of exploitation across Scotland to secure their rights, challenge labour exploitation, build collective power, and drive lasting law and policy change. We are an evidence-led, worker-driven organisation with strong governance and a growing track record of policy impact. We're building a movement of people who welcome all workers, working towards a world where we are all safe, valued and respected at work – no matter our job or nationality.

WSC operates a [worker-driven structure](#) that places migrant workers at the centre of our governance and decision-making. We deliver casework alongside worker-led organising and policy advocacy. We support migrant workers in seasonal agriculture and social care to meet basic needs and to understand and exercise their rights, including through our Worker Power programme, which builds solidarity between workers and within communities. To learn more about work, visit www.workersupportcentre.org.uk

About the role

The Communications Manager is an exciting new role responsible for developing and delivering high-quality, strategic communications that raises awareness of WSC's mission, strengthens its reputation, and engages key audiences including workers, supporters, funders, partners, staff, and the wider public.

Significantly, the role will be responsible for helping WSC build a movement supporting people working on tied and temporary visas in Scotland, influencing change and achieving fair work for all through strategic, values-focused and worker-led public communications. The role balances strategic planning with hands-on delivery, ensuring consistent, compelling, and inclusive storytelling across all channels.

We seek to deliver goal-oriented storytelling focused on changing behaviour and policy towards a Scotland that welcomes every worker and we want to find someone with the knowledge, experience and expertise to lead this exciting work.

Key Responsibilities

Communications Strategy & Planning

- Develop and implement an integrated communications strategy aligned with the charity's mission, values, and organisational goals.
- Amplify people who have migrated to Scotland's voices in public narratives and as part of a broader movement for change.
- Develop progressive, values-led storytelling on people living in Scotland on tied and temporary visas, specifically in seasonal agriculture and social care.
- Help build a committed movement to exert pressure on policy makers and employers to ensure equal treatment for people who have migrated to Scotland.
- Develop streams of work specifically targeting Scottish Government pledges on areas including fair work, human trafficking, migrant integration, housing and poverty.
- Translate complex or sensitive issues into clear, accessible, and engaging content.
- Plan and deliver communications activity that supports fundraising, advocacy, service delivery, and organisational growth.

Content & Channel Management

- Create high-quality content across digital, print, and offline channels (website, social media, email, reports, campaigns, newsletter, marketing materials)
- Ensure brand consistency, tone of voice, and messaging across all communications in line with WSC's strategic communications toolkit
- Manage and maintain WSC's website and digital platforms

Media & External Relations

- Build and maintain relationships with journalists, media outlets, and sector partners.
- Identify and secure media opportunities to raise WSC's profile and grow the movement of individuals and organisations that stand in solidarity with all workers.
- Draft press releases, briefings, statements, and reactive lines as required.

Participation

- Work in partnership with WSC colleagues and ensure all communication is aligned with organisational priorities.
- Co-produce communications outputs with workers by prioritising their voices, interests and concerns, resulting in high-quality content.

Stakeholder Engagement

- Work collaboratively with policy, operational colleagues and senior leadership to ensure communications support organisational priorities
- Support communications for key stakeholders including donors, trustees, partners, and workers
- Work collaboratively with other partner organisations and community groups at local, regional and national level to amplify messaging and movement building work.

Management & Governance

- Monitor, evaluate, and report on communications performance
- Maintain up to date communications databases including segmenting contacts on Mailchimp and other contact databases.
- Ensure all communications comply with legal, regulatory, and safeguarding requirements including with reference to data protection and charity law.

Person Specification

Type of Knowledge/skills	Essential	Desirable
WSC organisational knowledge, and/or knowledge of the issues we work on: labour rights, migrant rights, organising, anti-trafficking and human rights.	x	
Significant experience in a communications role with demonstrable track record of amplifying issues and leading the debate.	x	
Proven ability to develop and deliver effective communications strategies	x	
Excellent written and verbal communication skills, with strong editorial judgment	x	
Experience managing digital channels, including websites and social media	x	
Ability to tailor messages for diverse audiences and stakeholders	x	
Strong project management skills, with the ability to manage multiple priorities	x	
Experience working collaboratively across teams and with senior stakeholders	x	
Experience in media relations and press office activity	x	
Understanding of fundraising, advocacy, and/or public engagement communications	x	
Experience managing or mentoring junior staff		x

Knowledge of accessible and inclusive communications and values-led, ethical storytelling	x	
Familiarity with analytics tools and performance measurement	x	
Lived experience of precarious work and/or the immigration system		x
Intermediate level or above of languages spoken by workers WSC partners with, eg Russian, Filipino, Spanish.		x

Qualifications:

Degree or equivalent professional experience in Communications, Marketing, Journalism, Public Relations, Media, English, or a related field	x	
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WSC is not a sponsor licence holder and thus unable to sponsor visa applications.

How to Apply

Please send your CV and a covering letter telling us what appeals to you about this role and what makes you a strong candidate (no longer than one side of A4) to recruitment@workersupportcentre.org.uk

Closing date for applications: **Midday, Monday 9th March 2026**

Interviews provisionally scheduled for 16/17 March.

We are an equal opportunities employer. We welcome all candidates to apply, regardless of age, sex/gender, disability, race, religion, sexual orientation, marital status or pregnancy/maternity and encourage applications from people with lived experience of the issues on which we work. If you require reasonable adjustment/s to any part of the selection process or have any requests for support then please contact us to discuss further.