



Worker Support Centre Peer Engagement Officer (Agriculture)

Job Description

Job title: Peer Engagement Officer (Agriculture)

Location: The role is a remote working role with a hybrid combination of home-working, office work and travel for team, worker, policy and partnership meetings. The role will operate primarily in North-East Scotland with the main work areas being in and around Fife, Angus, Perth, and Dundee. WSC office is based at the WASPS Creative Exchange, Perth.

Salary: £26000-£29000 per annum, pro rata, subject to deductions for tax and national insurance contributions as required by law.

Hours: Part time, equivalent to 21 hours per week. This may be flexible.

Reports to: This role will involve close working with the WSC Outreach caseworker and will report to the Peer Engagement Manager.

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

About the Worker Support Centre

The Worker Support Centre (WSC) is a Scotland based charity. We partner with people who have come to the UK to work on visas or temporary contracts. We provide advice to secure their rights, end exploitation, build collective power and drive lasting change together. Alongside other organisations and decision-makers 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 support includes advice, mediation, advocacy and assisted reporting to enforcement agencies. Our worker engagement informs policy change activity to address harms faced by those in high-risk work. In 2023 and 2024 WSC activities were targeted at workers in seasonal agriculture on the UK Seasonal Worker visa (SWV). More recently we have expanded our work to engage workers in health and social care and to advance care workers' rights through worker education and power sessions. To learn more about work, visit www.workersupportcentre.org.uk

About the role

This role is focussed on advancing seasonal agricultural workers' rights by supporting WSC's peer engagement work including actively conducting outreach to workers and facilitating worker education and power sessions. In this role you will support WSC meet two of its four core objectives to work together with workers to claim spaces for power and representation in decision making; and to build the field of knowledge about workers and their experiences to influence policy. This role will work closely together with our Peer Engagement Manager and Outreach Caseworker.

WSC strives to achieve representation of individuals with lived experience of the issues on which we work at all levels of our organisation and actively promote applications from individuals with experience of the issues on which we work. For this role we would especially welcome applications from individuals with experience of working in seasonal agriculture.

Main tasks and responsibilities

Peer engagement and outreach

- To conduct social engagement and outreach activities in person and remotely.
- To contribute to the development of WSC's programme of activities to build worker solidarity.
- To ensure that those in need of support access WSC's Casework service, and/or are signposted to available services, including legal advice.
- To contribute to and translate information for communication with workers, on their rights and entitlements and to support WSC Worker Power work.
- To monitor and respond to email, phone and message enquiries from workers.
- Support workers to access external services when needed
- Liaising with community and civil society organisations to build strong community networks

Participation

- Support participatory analysis workshops with workers to jointly analyse concerns articulated in order to establish standards workers would like to see upheld for seasonal workers.

- Actively support workers to engage in advocacy, including by providing worker-centred briefings on advocacy processes and meetings, ensuring meaningful participation and leadership by workers.
- Engage with workers via social media and other online tools, through clear communications outputs.

General

- Support the whole organisation goal to integrate workers in all our work at all levels of the organisation.

Person Specification

1. KNOWLEDGE AND TECHNICAL SKILLS

Indicates the type of knowledge and skills essential or desirable to do this job and the level required using the indicators below.

1. Significant expert knowledge
2. Specialist knowledge
3. Routine but detailed knowledge
4. Broad understanding

Type of Knowledge/skills	Essential	Level	Desirable	Level
Understanding of how NGOs operate, and knowledge of the issues on which WSC works: labour rights, understanding of migration experiences, vulnerable migratory situations, and human rights.	X	4		
	X	3		

Experience in worker and/or community organising, engaging with workers and upholding labour rights				
---	--	--	--	--

2. QUALIFICATIONS

Type of Qualification	Essential	Desirable
Degree level in public policy, law, or human rights, politics, migration studies, community development, social policy or equivalent experience.		X
A valid UK Driving license	X	

3. EXPERIENCE REQUIRED

Type of Experience	Essential	Desirable
Experience in community/ labour organising, or providing direct support to members of ethnic minority groups.	X	
Experience of engaging with migrant communities, vulnerable populations or people with lived experience of the issues on which the organisation works and ensuring they are involved in decision-making processes.	X	

Use of equipment and case recording systems & Standard Microsoft Office suite	X	
Fluency in English (verbal and written)	X	
Working competence in Swahili or other Kenyan languages		X
Experience of work in a precarious labour sector (eg seasonal agriculture, social care, or other)	X	
Experience of work in seasonal agriculture		X
Experience of developing and facilitating workshops/educational or community events.	X	
Experience of facilitating public outreach sessions/events.	X	
Experience of building and developing relationships with community and civil society organisations	X	
Experience of trade union engagement		X
Experience of communication to wide audiences via a range of social media platforms (eg Tik-tok, Instagram, Telegram, X, Bluesky)	X	

4. PERSONAL QUALITIES

Type of Communication	Essential	Desirable
Enthusiastic and committed to advancing workers' rights and human rights.	X	
Strong understanding of issues experienced by migrant populations and migrants with vulnerable migratory statuses.	X	
Empathy with workers in high-risk labour sectors and the work of WSC	X	

Strong work ethic: A self-starter with strong motivation and enthusiasm to engage with migrant groups, ability to use own initiative, prioritise, make decisions and implement them, function to deadlines.	X	
Ability to build and maintain collaborative and respectful relationships across the organisation and with workers.	X	
Ability to work flexible hours as required, to travel and spend occasional nights away from home	X	
Sound understanding of equal opportunities, data protection and confidentiality	X	