Job description

Community Engagement Officer (Scotland Wide)

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 Exchange, Stormont Street, Perth.

Salary: £29,000-£32 000

Hours: Full time, 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; Enhanced pension contribution; and Employee centred counselling support.

Reporting to: WSC Operations Manager

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 support migrant workers in seasonal agriculture and social care to understand and exercise their rights, including through our Worker Power programme, which connects workers with each other and with their wider communities. We also deliver casework alongside worker-led organising and policy advocacy. To learn more about work, visit www.workersupportcentre.org.uk

Worker Support Centre

About the role

The Community Engagement Officer (Scotland Wide) will partner with migrant workers to develop a programme of community connection and engagement activities, led by them, across Scotland including in Edinburgh, Glasgow, Stirlingshire, Inverclyde, Perth and Kinross, Dundee, Angus, Fife, and Aberdeenshire. Sitting within the Operational team, this role will focus on building connections that reduce isolation and promote cohesion in local communities. The postholder will work with grassroots groups, community leaders, faith groups and civil society organisations to build local networks and ongoing support.

You will work as part of the Peer Engagement team, working with peer engagement colleagues to both facilitate connection with workers and to ensure this work is led by workers. This is a new role that will help WSC extend its community connection work to people on tied and temporary visas across Scotland.

Key Responsibilities

Peer support and partnership

- Partner with workers to develop engagement objectives and activities.
- Develop and implement worker centred learning systems to both evaluate and develop our work in partnership with workers.
- Work closely with peer engagement colleagues to support workers' meaningful participation and ensure workers' leadership is embedded in all of the work.
- Utilise various communication channels to ensure meaningful engagement and participation of workers in close collaboration with peer engagement colleagues.
- Actively engage with and attend events and activities organised by peer engagement colleagues to develop understanding of the work of the team, build connections with workers and ensure close collaboration and connection with the broader operational work.
- Facilitate peer support and mentoring opportunities
- Share resources, tools and good practice across the network.

Network and Coalition Building

- Develop and maintain relationships with migrant-led organisations, community groups and charities across Scotland.
- Support the development, growth and sustainability of local, regional and national networks.

- Identify opportunities for partnership working and knowledge sharing.
- Initiate and coordinate meetings and community engagement opportunities through art, food, music, film, seminars, talks, conferences, cultural events and social activities.
- Build relationships with organisations working on related issues including housing, health, employment, poverty, racial justice and human rights and identify opportunities for collaboration on areas of mutual interest.

Events coordination

- Plan and deliver network meetings, learning events and community gatherings.
- Coordinate event logistics, communications and participant engagement working closely with operational colleagues.
- Ensure events are accessible, inclusive and trauma-informed.
- Facilitate workshops and discussions working closely with operational colleagues focussing on increasing connections with experiences of workers on tied visas and ensuring workers' engagement and leadership.
- Support digital engagement and online communities.
- Connect with peer engagement teams and partner with workers to develop engagement objectives and activities led by workers – including at times over evenings and weekends.

Volunteer Coordinator

- Coordinate the recruitment, selection and induction of volunteers, ensuring a positive and inclusive experience from initial enquiry through to engagement.
- Build strong relationships with volunteers, providing regular communication, guidance and support to ensure they feel valued, motivated and connected to the organisation's mission.
- Coordinate volunteer activities, training and development opportunities to ensure the organisation's needs are met.
- Ensure volunteering activities are delivered in line with organisational policies, procedures and safeguarding requirements.

Communications and evaluation

- Work with the communications lead to share workers' experiences and priorities.
- Collect learning, feedback and impact data.
- Produce reports for workers, partners, and senior management.
- Contribute to learning and continuous improvement across the project.

Person Specification

Essential Knowledge, Skills and Experience

- Experience of community engagement and/or coalition development.
- Experience working within the migration, refugee, asylum, human rights, labour rights or social justice sector.
- Demonstrable experience building relationships with diverse stakeholders.
- Experience facilitating meetings, workshops and collaborative processes.
- Understanding of the UK migration landscape.
- Strong understanding of equity, anti-racism and inclusive participation.
- Excellent organisational skills.
- Demonstrated ability to build trust with marginalised communities.
- Ability to reach and engage with a diverse range of people from different cultural, linguistic, and social backgrounds.
- Knowledge of local services across Scotland, in particular in any of the following areas: Edinburgh, Glasgow, Stirlingshire, Inverclyde, Perth and Kinross, Dundee, Angus, Fife, and Aberdeenshire.
- Demonstrable ability to build meaningful and long-term relationships and trust with organisations, community leaders and migrant communities.
- Demonstrable ability to be adaptive and responsive to changing external environments.
- Proven experience of recruiting, supporting and retaining volunteers or community participants.
- Ability to motivate and engage diverse groups of people, creating a positive and inclusive volunteering experience.
- Experience of recognising volunteer contributions and fostering long-term involvement.

Desirable

- Lived experience of migration, displacement or precarious work.
- Knowledge of and ability to communicate in one or more Central Asian language spoken by local migrant worker communities (i.e. Russian, Kazakh, Uzbek, Ukrainian, Kyrgyz, Tajik,)
- Experience of migrant-led organising.
- Experience of working on small funds programmes.

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.

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, please contact us to discuss further.

Please note WSC is not a sponsor licence holder and is unable to sponsor visa applications.