## **Job Title:** Head of Advocacy & Partnerships

## **Reports To:** Executive Director

## **Days per Week**: 4 days (80%)

## **Contract Length:** 10 months fixed term (expected to be renewed annually from there on)

## **Job Location**: Home Office (due to Covid, otherwise Edinburgh or Glasgow Office)

## **Pay Scale**: £27,000 - £30,000 (Pro-Rata)

The position will include all statutory holiday and sick pay benefits, as well as standard pension contributions.

## **Intercultural Youth Scotland**

As the Head of Advocacy and Partnerships, you will join a dynamic organisation with a fast-growing team combining activism, professionalism and a close connection Black and people of colour (BPoC) young people.

Intercultural Youth Scotland (IYS) is rapidly becoming Scotland’s major voice for BPoC children and young people. Established two years ago as a small youth work organisation oriented towards BPoC youths, we have grown as a centre of support, creativity and activism for our community. Our team of 20-25 staff members – almost all of us BPoC young people – aim to make IYS a community space, a source of support and a champion for all BPoC children and young people in Scotland.

We centre anti-racism and the experiences of BPoC young people in schools, at work and in personal lives through our Education, Restless Natives and Youth Work programmes. Our governmental and sectoral advocacy is an extension of these priorities, which focuses on upending the entrenched inequalities and structural exclusion that have cut BPoC young people out of decision-making that shapes our lives. When IYS join these spaces of decision-making, we are often the only people present directly engaged and connected into the lives of BPoC young people. Our growing presence in Scotland emanates from this unique position – as both an advocacy organisation and community-oriented organisation.

In response to our dramatic growth over the past year, IYS has restructured our organisation to better reflect our unique profile and ambition for change. This includes the development of the new Advocacy & Partnerships work area, and the Head of Advocacy & Partnerships senior leadership role.

**Job Overview**

As the Head of Advocacy & Partnerships, you will lead the Advocacy & Partnerships work area within IYS and will join our newly expanded Senior Leadership Team (SLT). You will additionally work closely with and line manage a small team responsible for delivering on this area of work, including through our activist youth group – the Youth Ambassadors.

The post holder will report directly to the Executive Director.

**Youth, Marginalisation & Experience**

Intercultural Youth Scotland is a youth-led and Black & PoC-led organisation. As such, we consider lived experience of racialisation as essential to the role, as well as an understanding of structural racism from the perspective of young people. The anti-racist struggle cannot be separate from anti-oppression struggles in all their forms, so we particularly encourage applications from dark-skinned people, women and gender-non-conforming people, and people experiencing multiple marginalities.

IYS as an organisation acknowledges and constantly sees the inequality of opportunities faced by BPoC young people. As an organisation we address such gaps in opportunity in all our roles, including this one, while balancing your experience with your potential to grow into the role. We aim to treat voluntary experience equally to paid work and encourage you to apply if the role inspires you, no matter how well you fit the criteria.

## **RESPONSIBILITIES & DUTIES**

The post-holder will share responsibility for the strategic direction of the organisation with the Executive Director, the Programme Director and the Head of Media & Communications. Specifically, they will lead our internal consultation, strategy development and review with regard to two strategic areas: the Advocacy Strategy and the Fundraising & Partnerships Strategy. The Head of Advocacy & Partnerships will work collaboratively across the organisation to deliver on these strategic areas, including with Senior Leadership as well as specific teams and staff members where relevant. Over the next year, IYS will focus on stewarding our change-making work onto a new scale of capacity and impact while maintaining our grassroots, youth-led ethos.

**Strategic Responsibilities**

* Collectively with the rest of the Senior Leadership Team, growing the vision of IYS as well developing advocacy and partnership strategies aligned with that vision, in order to enhance the *relevance* and *sustainability* of the organisation.
* *Tracking and assessing*, individually and collectively with the senior leadership team, the overall impact of IYS and its impact in the advocacy and policy space.
* Contributing, through the Senior Leadership team, to a *strategy for movement-building*, of which the Advocacy Strategy and the Partnerships and Fundraising Strategy are a part.
* Establishing an overview of the spaces and context within which IYS’ advocacy work operates through stakeholder mapping and other tools, in order to develop the IYS Advocacy Strategy to build the *presence and positioning* of the organisation.
* Developing a Partnerships and Fundraising Strategy that is informed by *mapping opportunities* for funding and developing relationships with potential funding sources and donors.
* *To consult with and learn from relevant teams*, as well as seek Senior Leadership’s inputs and advice, on these strategies. IYS sees its advocacy work imbedded in and informed by practice.

**Outreach**

* Build relationships with key actors, i.e. government, peer organisations, corporates and funding organisations, and within the wider civil society ecosystem. These relationships will contribute towards proactively developing platforms to build collaboration and coordination for advocacy, policy work and movement building.
* Assist the Executive Director in speechwriting & other high-level communications.
* Coordinate with, and contribute to the Media & Communications Strategy through the Head of Media & Communications, to create and maintain a media presence that builds the visibility and relevance of IYS.
* Representing and being spokesperson for the organisation.

**Management Responsibilities**

* This position reports to the Executive Director.
* This position is responsible for line management of the Ambassador Lead and the Youth Advocacy Lead.
* Build a strong team culture that supports robust teamwork to ensure that these strategies are implemented, tracked and assessed.

**Key qualifications**

The role requires a base of anti-racist experience/knowledge as well as strong communication and planning skills, as it involves partnership work oriented towards anti-racist alliance building as well as holding Scottish Government and major sectoral actors to account. The *ideal candidate* will have a sharp project development mind, which can be turned towards issues and needs within youth work, youth activism and race equality, and used for strategising and implementing high-level policy advocacy. A natural leader, with a strong leaning towards project coordination and delegation. Ultimately, you are motivated by the desire to nurture project success from inception to completion.

**What we are looking for**

* Lived experience of racialisation; identifying as Black or a person of colour, or as belonging to a racialised group.
* Lived experience of structural oppressions other than racialisation.
* Knowledge and understanding of race and oppressive power structures, both historically and on a current-day, societal level.
* Knowledge and understanding of racial justice and the socio-political landscape of Scotland.
* A basic knowledge of government policies related to equality, antiracism, employment, education, and youth work.
* The ability to plan and deliver a long-term advocacy strategy.
* The ability to strategise and deliver on fundraising, relationship-building or partnership-building.
* Strong skills in communication and relationship-building.
* Competence and willingness to be active on social media.
* Experience managing budgets.
* Experience in tracking and assessing progress / impact.
* Experience using databases, project planning and fundraising software.
* Passion for racial justice, youth-led advocacy and the creative arts.

**General Accountabilities**

*These accountabilities are necessary for all staff, and as such IYS will support the successful applicant in understanding and achieving them during the induction.*

* This post is subject to an Enhanced criminal record disclosure check. This will be applied for through the relevant disclosure body depending on the geographic location of role.
* Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people who come into contact with our services, or by appropriately reporting concerns about any child or young person.
* To promote equality, inclusion, respect andfairness andwhere applicable to manage diversity in all areas of planning and service delivery, through an active involvementinimplementing our equality and diversity policy.
* To commit to IYS’s core aim of ‘keeping the child at the centre’, and to promote and incorporate IYS’s Participation Strategy as appropriate to your role.
* To be familiar with and comply with Health & Safety procedures and policy. In the event of any serious risk, take immediate action to reduce this risk and inform line management.
* IYS operates within a constantly changing environment and as such work priorities and targets may change. Management reserves the right to make reasonable changes to the job purpose and accountabilities.
* Such other duties that occasionally arise, which fall within the purpose of the post.
* To work cross functionally with other departments and countries to ensure that IYS’ Values and strategic objectives are achieved.

**Additional Requirements**

* PVG certificate (and/or completion of successful PVG certification if offered position).
* Flexible approach to working as some evening and weekend working will be required.