



Job Title

Training, Partnerships, and Pathways Lead Salary:
£23000 Full-time Equivalent (4 days/week, pro-rata)

Reports To

Restless Natives Manager

Job Overview

Intercultural Youth Scotland (IYS) are a grassroots, youth-led organisation supporting and advocating for young Black people and young people of colour in Scotland. We offer specialist support to young BPOC and advocate across Scottish Government for their voices to be heard. Including a fully-fledged youth service offering a weekly youth club, girls group, and music program; an education program delivering anti-racism education at several Scottish secondary schools; a mental health program offering free support to young BPOC; as well as the Restless Natives employability program of which you will become a valuable part. Restless Natives offers specialist 1-to-1 support to BPOC school leavers to ensure they reach positive destinations. Restless Natives also supports employers to ensure that they're doing all they can to improve their workplaces for BPOC. Join our expanding Restless Natives team to help shape a better future for young BPOC in Scotland.

The Restless Natives Training, Partnerships, and Pathways Lead will be responsible for Restless Natives' anti-racism and cultural proficiency training and workshops, as well as the development of our nascent pathways program with partner organisations, higher/further education institutions, and apprenticeship providers. The lead aims to contribute to the development of clear paths for progression for BPOC young people, especially school leavers, in Scotland – with a particular focus on Glasgow and Edinburgh in this first year of the program – in order to increase access to positive destinations for BPOC young people.

We're looking for someone with...

- Knowledge and understanding of race and oppressive power structures. (A knowledge of how these structures work in the labour market, and in relation to employability, university, apprenticeships and other school leaver destinations would be especially valuable.)
- The ability to develop detailed understandings of the various sectors of the education and labour markets in Scotland.

- A creative approach to partnership work in order to work with identified partners to develop opportunities that have thus far not existed for BPOC young people.
- An understanding of the workings of Scottish universities, higher/further education institutions, and the labour market.
- An ability to host workshops and training sessions on subjects around anti-racism and decolonisation to a range of people from different sectors, backgrounds, standpoints, etc.
- An ability to work collaboratively both within IYS and outwith the organisation, with school, SDS, and DYW staff where necessary.
- A motivation to help BPOC young people reach positive destinations and help to contribute to a more positive experience for BPOC young people in Scottish society.
- A well-organised individual who will be able to fit quickly into a reporting and evaluation structure and work well in a team with the school practitioners.
- The capacity to communicate complex ideas clearly and convincingly to partners from a range of different sectors and backgrounds; as well as an ability to 'sell' new ideas to those who might resist them at first.
- Lived experience of racialisation; identifying as Black or a person of colour.

We value voluntary and paid experiences gained equally! We understand that people have experiences and skills that can't be captured in formal job experience or qualifications – no matter what your experience level, if you think you'd be a good fit for the job then please apply. We want to see what you've got! *(Training and professional development opportunities will be provided to the successful applicant.)*

We particularly encourage dark-skinned people, migrants and people who experience multiple marginalities to apply! At IYS, we believe that we *must* be representative of the people with whom we work. Therefore, it is vital that our staff represent many of the multiple experiences of Black people and people of colour in Scotland. The young people with whom we work need to trust that our practitioners understand their experience as well as possible.

The post-holder must hold an in-date PVG, or be happy to undergo a PVG check. (We will help with the process if you do not have a PVG.)

Responsibilities and Duties

- Delivery of anti-racism and cultural proficiency workshops to new and pre-existing partner organisations as well as provide ongoing employer support.

- Contribute to the development of new training and workshop materials, to ensure that IYS' service is at the cutting edge of contemporary research and understandings of racism in Scotland.
- Establishing and maintaining partnerships with employers and third sector organisations where BPOC are underrepresented in order to ensure equitable support for young BPOC. This means positive access internships, apprenticeships, and work experience at organisations trusted by IYS; auditing these organisations to determine their commitment to anti-racism, and offer them support to ensure that they are a truly *positive* destination for the young person.
- Continued development of Restless Natives Pathways program of internships and mentoring opportunities.
- Advising employers on anti-racist practice, with particular attention to needs of BPOC young people.
- Signposting to other IYS teams, further integrating our objectives and coordination with other IYS teams. Includes ensuring that our youth service, The Block, and other IYS projects contribute to a database of partners.
- Develop positive relationships with universities to ensure that young BPOC are offered equitable support in accessing higher education.
- Develop relationships with apprenticeship providers in line with YPG goal of improving 'minority ethnic' uptake of Modern Apprenticeships.
- Monitoring and reporting on progress with mentees every quarter.
- Uphold Intercultural Youth Scotland's child protection duties, reporting concerns to the Child Protection Officer.

Principal Accountabilities

1. To provide or be responsible for a responsive, high quality Anti-Racist & Pro-Black inclusion project in secondary schools in Edinburgh.
2. To provide effective working relationships, using various channels of communication with IYS colleagues and partnership agreed agencies.
3. To consistently apply IYS and professional practice standards and to ensure their implementation as necessary and to be proactive in their implementation.
4. Referring appropriate cases and issues that require the involvement of a specialist, other management support or to directly provide the specialist support.

5. To attend meetings i.e. service planning meetings, demonstrating professionalism and our core values, in terms of approach, advice and positioning.
6. To ensure that management information from cases managed or supported is duly uploaded into the appropriate database, including reporting and commenting on any significant or relevant matters that derive from the reports produced.
7. To work as part of the team to review and evaluate service provision, ensuring continued improvements are applied and where necessary to manage, guide or direct less experienced staff.
8. To produce written reports and present these reports as necessary
9. To ensure that the needs of young people are taken into account when developing ways to support them to participate fully in the project.

General

1. 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.
2. 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.
3. To promote equality, inclusion, respect and fairness and where applicable to manage diversity in all areas of planning and service delivery, through an active involvement in implementing our equality and diversity policy.
4. 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.
5. 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.

6. 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.
7. Such other duties that occasionally arise, which fall within the purpose of the post.
8. To work cross functionally with other departments and countries to ensure that IYS' Values and strategic objectives are achieved.

Applications to be emailed to murid@interculturalyouthscotland.org

Closing date: 29th April 2021