



**A LIFETIME OF
EQUALITY
RESPECT
AND
LOVE
FOR CARE EXPERIENCED PEOPLE**

Who Cares? Scotland Job Specification

Post Title:	Participation and Project Coordinator – North
Salary range	£29,321 - £32,579 (pro rata)
Hours of work	17.5 hours per week
Area	North of Scotland
Base location	Flexible across the North
Responsible to	Advocacy and Participation Manager, North
Application close date	Tuesday 4 th May 5pm Stage 1: interviews will take place on Tuesday 11 th May, on Zoom Stage 2: Candidates successful in Stage 1 will be invited to Stage 2 with young people, on Zoom

Who Cares? Scotland is Scotland’s only national independent membership organisation for care experienced people. Our strategic vision is to secure a lifetime of equality, respect and love for care experienced people in Scotland.

At the heart of Who Cares? Scotland’s work are the rights of Care Experienced children and young people, and the power of their voices to bring about change. We provide individual relationship-based independent advocacy and a broad range of imaginative participatory/engagement opportunity for Care Experienced young people across Scotland; we work alongside corporate parents and communities of all sorts to broaden understanding; we work with policy makers, leaders and elected representatives locally and nationally to shape law, policy and practice on the basis of all that can be learnt from the voices of those with experience of care - working together to build on the aspirations of [The Promise](#) and secure positive change.

Purpose of the post

The core focus for the post is to build on our ambitious, collaborative approach to participatory opportunity and collective voice for Care Experienced children and young people across the North. You will be working closely alongside the Who Cares? Scotland team in the North, and nationwide. You will help us build on the rich network of partnerships that exist across the area, from leading arts and activity organisations to youthwork and Community Development teams.

You will be helping to create new ways in which the voices, experiences and needs of Care Experienced young people are better heard and understood, and nurturing Care Experienced leadership in everything that you do. You will help to create diverse, imaginative and creative opportunities across the North. You will have a particular focus on big, bold and beautiful collaborative projects that inspire, connect and reach into community. Powerful examples of the impact of that approach include Journeys in the North, Care Day 21, and [Being the Light - the Festival of Care 2021](#)

You will work alongside children and young people with experience of care in diverse ways, individually and in groups, building relationships and trust. Young people will be at the heart of everything you do, with your work helping them live a positive life now and develop their full potential into the future.

You will be working within the North at an exciting time, with diverse, collaborative approaches to opportunity having significant impact across the region. The voices of those with experience of care are growing in power, individually and collectively - bringing with them insight, challenge, hope and change. You will be part of a growing and dynamic North team in Who Cares? Scotland, and very much part of the nationwide organisation, UK Charity of the Year 2018-19 for its role in creating the conditions for transformational change.

Main Responsibilities

All that you do will be alongside Care Experienced young people, our Members, and Who Cares? Scotland's team across the North. You will be helping to coordinate and develop the work that we do together.

- Create and develop high quality participatory opportunity for Care Experienced young people.
- Create imaginative approaches to ensuring that Care Experienced young people are encouraged and enabled to engage with opportunity.
- Build on the learning from the pandemic in relation to the range of approaches and mediums that can be used to create connection across different spaces and geography.
- Build, enrich and expand the network of partnership links across the North, opening more doors for more young people.
- Support the learning and development of the team, and of partners, in the shaping of diverse participatory opportunity that engages young people and enables collective voice.

- Build on the North's successful approach to big, bold and beautiful projects that connect young people and communities across the region and beyond.
- Facilitate and support the growing network of group and individual opportunities for and with Care Experienced children and young people.
- Support the links between the work of the North team, the broader Who Cares? Scotland team, and key nationwide approaches to amplifying the collective voices of Members and the Care Experienced community such as the National Representative Body.
- Line management responsibilities as appropriate.
- Record and Evidence the impact of your work, preparing reports as required.
- Work in partnership with young people, team members, professionals, carers and diverse partners.
- Adhere to Who Cares? Scotland's policies, procedures and values at all times.
- Carry out any other duties commensurate with the post as identified by your line manager.

Communication and relationships

The post holder will have key links with:

- Children and young people
- The Who Cares? Scotland team across the North
- Partners across the North and beyond
- The broader Who Cares? Scotland team, across Scotland

Teamwork alongside strong individual initiative will be crucial for the effective operation and imaginative development of your work.

Attitudes and values

Commitment to:

- Children's rights and the incorporation of the UNCRC
- Working inclusively with an understanding of equal opportunities practices
- Belief that young people can make transformative change happen in their lives if given the opportunity.
- Working in partnership with young people, empowering them to make decisions about their own lives
- Developing best practice through regular supervision and training opportunities
- Imaginative, inter-disciplinary and collaborative work with partners to enhance and develop opportunity and collective voice for children and young people

Working environment

Base location can be anywhere in the North. Flexibility and travel will be required given the remit of the role. Some evening and weekend work will be necessary. A full driving licence and access to a car is required.

Essential knowledge, skills and experience

Qualifications:

- A relevant qualification in a discipline related to working with children and young people to a minimum standard of HNC/SVQ 3 (SCQF level 7) **or equivalent work experience.**
- A current full driving licence

Knowledge:

- The issues affecting children and young people in care or with experience of care
- The care system in Scotland
- [The Promise](#)
- The work taking place to build on The Promise and the outcomes from the Independent Care Review
- Children's rights
- Child/Adult protection and safeguarding issues
- Advocacy, individual and collective

Skills and Competencies:

- Ability to form positive relationships with children and young people
- Youth participation and engagement, and Community Development
- Excellent interpersonal and communication skills, both verbal and written
- Ability to effectively plan and evidence work
- Line management skills
- Ability to work collaboratively with partners, as part of a team, and on own initiative
- Project management
- Ability to manage time and workload to effectively prioritise and meet deadlines
- Flexibility to travel, and to work some evenings and weekends, with possible overnight stays
- Excellent administrative skills and the ability to produce high quality reports on your work and its impact

Experience of:

- Working directly with children and young people, both individually and in groups
- Developing participatory projects
- Working in a collaborative, inter-disciplinary way with partners
- Report writing and evidencing the impact of your work

We particularly welcome applications from people with experience of care.