



Job Title

Youth Advocacy Lead

Salary: £25,000 Full-Time (4 days/week)

Reports To

Head of Advocacy & Partnerships

Job Overview

The Youth Advocacy Lead is responsible for the development and facilitation of a group of Black and People of Colour (BPoC) young people's participation (14-25) in a Scottish Government board responsible for oversight of the implementation of race equality in Government. The Lead will work closely with the chairs of the group to ensure a safe and inclusive environment for the young people while supporting them to take part in collective decision making.

The Lead will also steward the personal development of 5-10 young people per year, support their efforts to create change on issues they care about, and facilitate their consultation on core themes of IYS' advocacy.

The Lead will be an integral part of Advocacy & Partnerships team, ensuring effective communication between young people and IYS, oriented towards ensuring that IYS' advocacy remains ambitious and youth-led. This will require close communication with the rest of the Advocacy & Partnerships team, as well as understanding of and interaction with all other IYS teams.

We're looking for someone with...

- Lived experience of racialisation; identifying as Black or a person of colour.
- Knowledge and understanding of race and oppressive power structures.
- A well-organised individual who will be able to take the lead in planning and delivering a youth-led project.
- Strong interpersonal and communication skills, for supporting and guiding young people in their development as well as facilitating discussion on complex topics.
- Motivation and ability to seek and create change - locally and nationally.
- A passion for community-building and creating a safe space for young people to learn, share and develop.
- Availability and willingness to work after regular work hours at least once per week.

- An ability to work collaboratively with colleagues within IYS and with partner organisations.
- Good understanding of anti-racism and the anti-racist policy environment

We value voluntary and paid experiences 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 available to the successful applicant.)*

We particularly encourage dark-skinned people, migrants, LGBT+ people and people who experience multiple marginalities to apply!

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

- Planning and leading weekly meetups for a group of young people - online or offline - balancing social weeks; opportunities for development and growth, and supporting them to analyse and critique anti racist policy developments in Scotland
- Organising and leading sessions, socials, consultations and other events
- Facilitating young people's participation in a Scottish Government governance project and supporting them to be able to understand and input on the developments in said group
- Consulting with young people on the development and delivery of the project.
- Where necessary, reaching out to and working with external partners, government and other IYS teams to deliver project sessions for young people.
- Collaborating with the rest of the Advocacy & Partnerships team and the Senior Leadership team in integrating the views of young people into IYS' Advocacy Strategy planning process.
- Developing and reviewing annual plans for projects, with support from the Head of Advocacy & Partnerships and other team members.
- Signposting to other IYS teams, further integrating our objectives and coordination with other IYS teams.
- Engaging in Scottish Government policy spaces from time to time
- Monitoring and reporting on progress on projects 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 youth project.
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 recruitment@interculturalyouthscotland.org

Closing date: 5pm 9th May 2022

Interviews will be held on the week of the 23rd of May