

# Scotland Programme Director

**Team:** Nations and Regions  
**Reports to:** Head of Nations and Regions

**Grade:** 6  
**Weekly hours:** 35

## Amnesty International UK (AIUK)

Our aim is simple: an end to human rights abuses. Independent, international, and influential, we campaign for justice, fairness, freedom and truth wherever they are denied. Already our network of over ten million people is making a difference in almost every country in the world. Whether we are applying pressure through powerful research or direct lobbying, mass demonstrations or online campaigning, we are all inspired by hope for a better world. One where human rights are enjoyed by all.



## The Nations and Regions team

The Scotland team is part of the Nations & Regions Team of Amnesty International UK and works with the different political, legal and social context and mechanisms in Scotland to bring about human rights progress, at home and around the world. We are a small team but cover a lot of functions including policy development, advocacy, media communications, working with partners, stakeholders, activists, decision-makers and funders.

## Scotland Programme Director role overview

The Scotland Programme Director is responsible for promoting Amnesty International and its objectives in Scotland. The Programme Director will develop presence and impact, co-ordinate the strategic direction and delivery of the work of the Scotland team, while managing the logistics and practicalities of running an office. The role will work with UK-wide colleagues and partner organisations, on advocacy, media, communications, community organising, human rights education and fundraising, to help deliver our global and domestic campaigns to fit the Scottish political context and audiences.

# Scotland Programme Director

## The Scotland Programme Director will

### The big picture

- Give strategic direction to Amnesty in Scotland, working with Amnesty colleagues to develop and implement plans and strategies to increase the organisation's impact, presence, support, and income in line with Amnesty UK's overall aims and objectives.
- Bring human rights knowledge and a high level of awareness of Scottish social and political structures and processes, to identify the unique opportunities which Scotland offers for Amnesty UK to achieve its objectives.
- Represent Amnesty publicly and take a lead in developing and managing our many external relationships in Scotland.
- Influence Scottish Government policy and Scottish Parliament legislation to maximise human rights impact.

### The day to day

- Develop and maintain effective working relationships with Ministers, MSPs and their officials and staff, and use opportunities for pursuing our human rights objectives through Government and Parliamentary processes.
- Support Amnesty UK Government and Political Relations Team in work with Scottish MPs and their staff to fulfil our UK-wide advocacy strategy.
- Act as lead media spokesperson in Scotland and work with colleagues in our Scotland and Media and Communications teams to maximise AIUK presence in the Scottish media, and effective external communications through digital and other means.
- Prepare and manage the programme budget of the Scottish team. This will also include working with fundraising colleagues on grant applications and ensuring that funders are receiving accurate financial reports on projects carried out in Scotland.
- Work with Amnesty UK colleagues to ensure there is good understanding of how Westminster legislation and Bills, and other UK political and social developments, intersect with Scottish law and devolution, and advise how we best responds to deliver UK-wide human rights impact.
- Bring management experience and ability to work on multiple competing priorities to our work in Scotland.
- Ensure good working relationships with colleagues from other human rights organisations, including those which share our office premises in Edinburgh.

# Scotland Programme Director

## As a people manager

- Line manage staff, and any volunteers, within the Scotland team, including the Advocacy Manager, Law and Policy Manager and Scotland Team Assistant.
- Guide team members with regular feedback, check ins, and developmental objectives.
- Create an inclusive and positive culture in your team, through role modelling in line with our commitments of communication, collaboration, consideration and change.

## As an AIUK colleague

- Contribute collaboratively and positively to the organisations aims of diversity and inclusion.
- Look after the health, safety and welfare of self and all around you.
- Take on other reasonable duties suitable for your grade and abilities, and with the guidance of your manager, development duties as appropriate.

# Scotland Programme Director

## What we're looking for

### You already have these skills and knowledge: (essential criteria)

#### Experience

Successful campaigning.

Publicly representing an organisation, as media spokesperson and at events and high-level meetings with key decision-makers and influencers, such as ministers or leaders of civil society organisations.

Line management, ability to recruit, manage and motivate staff / volunteers in a multidisciplinary team to enable them to deliver on team objectives in line with organisational strategy.

Working inclusively with a range of internal and external stakeholders, and through coalitions and networks, to achieve objectives.

Budget management.

#### Knowledge

Expertise in Scottish politics with demonstrable political understanding of Scotland's political processes, institutions, structures and social context.

Demonstrable understanding of current best practice in successful campaigning approaches, campaign strategy development, implementation, monitoring and evaluation.

Knowledge of human rights issues in the UK.

Awareness of inclusive principles and ways of working.

#### Skills

Demonstrable ability to influence and persuade at all levels.

Excellent project management skills.

Ability to analyse and understand complex issues and communicate them effectively, orally and in writing.

### You may also have: (desirable criteria)

#### Experience

Experience of working in a membership organisation or with activists.

#### Knowledge

Awareness of the aims and work of Amnesty International.

Knowledge of international human rights issues.

## AIUK Commitments

### Communication

Listen to others and communicate in a respectful, clear, open and inclusive way. Give constructive feedback and be open to others giving feedback

### Collaboration

Seek to build effective working relationships. Contribute expertise, learn from others and encourage others to do the same

### Consideration

Guided by values and strategic priorities, manage time and workload with respect to the time and workload of others. Be fair and consistent in decision making and dealings with others

### Change

Innovate and improve the way things are done. Make time to increase knowledge and skills and guide others to do the same

