**scottish
community
alliance**

local people leading

RECRUITMENT PACK
POST: DIRECTOR

JANUARY 2024

www.scottishcommunityalliance.org.uk

BACKGROUND

In 2008, a small number of Scotland's community sector networks began to meet informally to explore their shared agenda. These networks adopted the slogan, *Local People Leading*, and began publishing a fortnightly blog under that name as a means of promoting this emerging coalition of closely aligned interests to a wide audience of policy makers, politicians, stakeholder groups and also to the member groups of those founding networks. Although ostensibly representing a variety of different interests, these founding networks shared a commitment to building a stronger and more resilient community sector in Scotland.

In 2010, with the prospect of Community Empowerment legislation on the horizon, the Scottish Government provided some development funding to support the transition from this informal coalition into a more structured form that would offer a more consistent sounding board for civil servants working on the proposed legislation and associated guidance. In 2011, those networks that had formed Local People Leading agreed to constitute themselves as a SCIO with the new name of Scottish Community Alliance (SCA). The term Local People Leading subsequently became the strap line for SCA.

WHAT IS THE SCOTTISH COMMUNITY ALLIANCE?

At August 2023, SCA had 26 national networks in its membership:

CHEX (Community Health Exchange)
Circular Communities Scotland
Coastal Communities Network Scotland (CCN)
Community Energy Scotland (CES)
Community Land Scotland (CLS)
Community Transport Association (CTA)
Community Woodlands Association (CWA)
Creative Lives
Development Trusts Association Scotland (DTAS)
Ethnic Minorities Voluntary Sector in Scotland (CEMVO)
Get Growing Scotland
InspirAlba (Rural Social Enterprise Network)
Nourish Scotland
Planning Democracy (PD)
Rural Housing Scotland (RHS)
Scottish Allotments and Gardens Society (SAGS)
The Scottish Beacon
Scottish Communities Climate Action Network (SCCAN)
Scottish Communities for Health & Wellbeing (SCHW)
Scottish Community Tourism (SCOTO)
Scottish Islands Federation (SIF)
Scottish League of Credit Unions (SLCU)
Scottish Men's Sheds Association (SMSA)
Scottish Rural Action (SRA)
Social Enterprise Scotland (SES)
TRACS (Traditional Arts and Culture Scotland)

These networks are all very different in terms of size, capacity and functions. Most, but not all, have core funding arrangements with the Scottish Government or some other independent funder and most, but not all, have at least one FTE member of staff.

THE PURPOSE OF SCA

SCA has two main functions – to support the work of Scotland's community led networks that comprise its membership and to influence national policy in order to better serve the interests of the community sector.

As an organisation, SCA has evolved gradually over the past decade, principally building relationships between networks, increasing levels of trust and mutual understanding of what each network does and, where possible, identifying and enabling opportunities for joint work and the sharing of resources. This has taken time to establish as there was no precedent for this kind of collaborative effort across the community sector. It is also work that requires constant attention. Networks evolve, new ones emerge, old ones disband and even with those that have remained a constant presence, staff and board members frequently change.
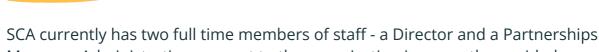
SCA has now established itself as a 'trusted space' within which these networks come together on a regular basis to explore the potential for collaborating with each other with a view to achieving more than the 'sum of their parts'. In 2023, SCA secured additional funding for a second post to build on this potential for developing more effective partnership working across its member networks and with other stakeholders such as Scotland's Third Sector Interfaces. The modus operandi of SCA remains the same, which is to engage in work that positively supports and enhances the work of its member networks.

FUNDING & STAFFING

SCA currently has two full time members of staff - a Director and a Partnerships Manager. Administration support to the organisation is currently provided on a freelance, part time basis.

SCA is funded from two sources. Core funding from Scottish Government's Third Sector Unit covers core costs of the organisation and the salary of the Director; a three year commitment of funding from a charitable trust has been secured to fund the post of Partnerships Manager (currently in year one of that funding arrangement).

FUNDED PROGRAMMES OF SUPPORT TO NETWORKS

SCA runs two distinct programmes in support of its member networks:
Community Learning Exchange. Funded by the Scottish Government, this provides small grants to support peer to peer learning between community groups across Scotland.
Pockets and Prospects. Funded from the Scottish Government's Community Resilience Fund - enabling micro-grant making by member networks to their respective memberships.

Beyond these two specific programmes, SCA remains committed to operate as a 'light touch' coalition whose primary function is to provide a platform for Scotland's community networks to come together, collaborate, share learning and expertise and, when appropriate, to amplify a collective voice for the sector.

KEY FUNCTIONS OF THE POST

- Working across SCA's member networks, identify issues of shared concern and ensure that these are reflected through SCA's programme of work and are addressed at SCA's quarterly meetings.

- Negotiate and deliver SCA's operational plans, fulfil all reporting requirements to funders.

- Coordinate SCA responses to Scottish Government consultations, develop collective positions in relation to the emerging policy landscape, provide evidence to Scottish Parliamentary enquiries.

- Build positive and supportive relationships with and between member networks.

- Engage with member networks and other stakeholders in new and emerging areas of policy interest relevant to Scotland's voluntary and community sector.

- Represent SCA on relevant national forums, Scottish Government short life working groups and strategic groups of related policy interest.

- Maintain productive relationships with relevant areas of Scottish Government (Ministers, civil servants and advisors).

- Maintain a strong and positive profile for SCA across a range of external stakeholders and build a network of appropriate relationships across private, public and third sectors.

- Be responsible for all aspects of SCA's governance, support Trustees of the SCIO, manage budgets, financial reporting, raise funds as appropriate, provide effective line management and systems of support as appropriate for SCA staff.

KNOWLEDGE, EXPERIENCE AND SKILLS EXPECTED OF THE SUCCESSFUL CANDIDATE

- A background in community development, regeneration policy and/or an area of policy related to the interests of one or more SCA member networks.

- An in-depth knowledge and understanding of how membership bodies operate and the value of peer to peer learning.

- A commitment to the values and principles set out in SCA's recently published Vision for Scotland.

- A track record of successful social innovation and organisational development.

- Experience of building effective partnerships.

- A working knowledge of Scotland's systems of local and national governance.

- An understanding of the key areas of social, economic and environment policy which are relevant to the community sector.

- At least five years experience in a leadership role within a national third sector organisation.

- Exceptional communications skills - both written and oral.

- An understanding of the funding landscape for the sector, a track record of successfully attracting funds and of effective financial management.

- An ability to relate to and communicate effectively with all levels of management across the public sector and third sector.

- A proven ability to think and act strategically within a complex policy environment.

TERMS AND CONDITIONS

This is a full time position (35 hours pw)
Salary will be in the range of £49,000 - £53,000
A generous contributory pension is in place.
Holiday entitlement is 25 days per annum plus 10 public holidays.

RECRUITMENT TIMETABLE

Candidates should complete the application form and return it as a word document to: **recruitment@scottishcommunityalliance.net**

Closing date for applications	Thursday 1 February 2024, 12 noon
Candidates advised if they have interviews	Thursday 8 February 2024
Interviews in-person in Edinburgh	Tuesday 20 and Wednesday 21 February 2024

Candidates who are to be interviewed will be invited to contact the current Director to learn more about the post before their interview.