

Job Description

Job Title	Sessional Community Outreach Consultant - Freelance
Location	Home Worker
Reports to	Design Lead supported by Design Advisory Group
Hours of Work	Up to 35 Hours Weekly (open to various working patterns). Fixed term contract for 15 weeks. Applications will be considered for 1 full-time post or 2 part-time posts.
Salary	£300-350 day rate dependent on experience
<p>Impact Funding Partners working with Scottish Government & the Design Advisory Group</p> <p>Since 1982, Impact Funding Partners (IFP) has been a champion of social justice across Scotland and beyond, regarded as a leader in our field of fund management, capacity building and consultancy, in close collaboration with partners across the third, public and private sectors. We've developed a range of services that our agile team deliver with a single-minded focus on maximising the positive impact of funds targeted to address Scotland's social justice and environmental priorities.</p> <p>We are supporting the Scottish Government's Ministerial appointment of a Design Advisory Group by recruiting a consultancy team in preparation for the creation of Scotland's first Anti Racism Observatory: a new national body to embed new systemic Anti-Racism approaches, which will deliver real change across Scotland.</p> <p>We are recruiting a Sessional Community Outreach Consultant – Freelance, to specifically support this development.</p>	
<p>IFP Team</p> <p>As a key member of our agile team but reporting to the Design Advisory Group (DAG) Lead, you will be accountable for high quality support in the delivery of our work plan. You will work closely with the DAG in its preparation for the creation of Scotland's first Anti Racism Observatory and will have contact with the wider team of IFP colleagues, namely, IFP's Programme Lead, Chief Executive, and the operational team. You will also liaise with other external stakeholders and must be a confident and skilled communicator.</p>	
<p>Your Role</p> <p>This role will build new and strengthen existing relationships between communities across Scotland in preparation for the creation of Scotland's first Anti Racism</p>	

Observatory (AROS): a soon-to-launch national body for anti-racism work in Scotland. The role is being recruited by a short-term Design Advisory Group (DAG) working with Scottish Government and Impact Funding Partners to lay strong foundations in preparation for the creation of AROS.

Context: Design Advisory Group:

The Design Advisory Group (DAG) is a short-term group established by appointment of a Scottish Government Minister, to support the interim period whilst a host organisation for the AROS is procured. The DAG is comprised of individuals with knowledge and expertise of: anti-racism, community development, employment processes, governance, organisational development and policy-influencing. The membership of the DAG includes those with experiences of intersecting marginalisation(s), and the realities of systemic racism and expertise.

The Group has no statutory powers and is working collaboratively with the Scottish Government to design and implement AROS.

Working within the recommendations of the preceding Anti Racism Interim Governance Group (AIGG), DAG takes a pragmatic approach in this interim phase, to develop information gathering, engagement, governance and accountability systems ideas and mechanisms to support the future AROS.

Therefore, the successful candidate will be engaged by IFP and supported and managed by the DAG Lead in leading this programme of engagement. The expectations of the role will be to deliver the following primary functions:

- To seek to contact those who participated in the AIGG research and seek new participants.
- To begin to create with them sustainable co-creation and participation mechanisms in relation to the future AROS.
- To begin to build participatory approaches and gather perspectives and expertise to embed them within the work of the future AROS.

Anti-racism and anti-oppressive principles and accessible communication methods will be used to help generate the narrative and reporting developing from this work.

Purpose of Role

From an anti-racism perspective, to create transformational processes that are effective for all, it is vital that this new organisation builds from the experiences of those most impacted by systemic racism.

This work has been commissioned by the DAG to build evidence for future AROS to help ensure communities' perspectives are sustainably and meaningfully embedded in the development and delivery of the new organisation.

This Community Engagement outreach consultant will also support the development of strong relationships with communities across Scotland. It will build from the AIGG community research and explore further what and how communities may wish to contribute to the future AROS.

We know that this type of work can be gradual and often takes time. Given the constraints of time, we acknowledge that the depth of learning may be limited. We aim to be pragmatic and collaborate closely with the consultant to make sure this work will be as effective as possible.

Role Responsibilities

To engage with people to form the basis for design and implementation of robust and sustainable participation and development approaches for the future AROS.

This is anticipated to involve:

- Desk-based research to understand the approach undertaken by previous AIGG research on community engagement and priorities.
- Build awareness that the new antiracism organisation is being developed and there is anticipated launch in 2025.
- Build from the AIGG community research linked here and connect/reconnect with those who participated in that research.
- Reach out to new organisations, inform them about the future AROS and invite them to share their perspective of future AROS.
- Supported by DAG target differently constituted groups to begin to establish and build connections with organisations on behalf of the future AROS.
- Build from the “listening events” modelling used in the AIGG research to meet with people in communities to update and hear perspectives.
- Share information about an access budget to support people to participate in events or if they have interest and capacity share information to create their own events.
- Attend events proposed by organisations (supported by DAG members) and report from the events.
- Collate and write a report which details for the future AROS the findings from the community engagement with a particular focus on how organisations may seek to engage.
- Prepare communities for further engagement in the co-design of the AROS Interactive Digital Library (the Repository), which will be undertaken by a User Researcher and Creative Technologist (to be recruited).

This work will be led by the Design Lead, supported by the DAG and administrated by Impact Funding Partners.

Your Experience

The ideal person will possess a demonstrable understanding of community co-production, facilitation, anti-racism and intersectionality.

We are looking for individuals that:

- Have sound experience and expertise in outreach and community engagement.
- Have an awareness of issues that face people who experience racism, racialisation, and the discrimination and disadvantage that creates.
- Have experience of working with individuals and communities with lived experience of structural discrimination.
- Have experience of how to build trust, boost community engagement whilst avoiding retraumatising participants.
- Have an understanding of participatory action research (PAR) and centring people impacted by structural racism, to challenge structural racism and catalyse policy change.
- Have good organisational skills and able to manage the challenges of short timescales.
- Have expertise in writing in an accessible format.

Role Core Competencies

The essential core competencies for the successful delivery of this role include, but are not limited to:

- Expert level communication and engagement skills.
- Expert level facilitation skills in a wide range of contexts.
- Experience of participatory action research (PAR).
- Strong collaboration skills.
- A strong track record in working with people who experience structural discrimination.
- Ability to work on own initiative and manage multiple deadlines under pressure.
- Proficient in writing reports for a variety of audiences.
- High level project management and organisational skills.
- Demonstrable anti racism practice.

Note: This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the work. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.