



## Worker Support Centre Peer Engagement Officer (Agriculture)

### Job Description

<b>Job title:</b>	Peer Engagement Officer (Agriculture)
<b>Location:</b>	The role is a remote working role with a hybrid combination of home-working and travel for team, worker, policy and partnership meetings. The role will operate primarily in North-East Scotland with the main work areas being in and around Fife, Angus, Perth, and Dundee.
<b>Salary:</b>	£26,500 per annum, pro rata, subject to deductions for tax and national insurance contributions as required by law.
<b>Hours:</b>	Part time, equivalent to 17.5 hours per week. This may be flexible.
<b>Reports to:</b>	This role will involve close working with the WSC Peer Engagement Officer and will report to the WSC Centre Manager
<b>Contact:</b>	<a href="mailto:Recruitment@workersupportcentre.org.uk">Recruitment@workersupportcentre.org.uk</a> with any questions.

### About the Worker Support Centre

The [Worker Support Centre](#) (WSC) is a Scotland based charity that promotes decent work and prevents exploitation. We support marginalised and isolated workers in labour sectors where there is a high risk of abuse and exploitation. We work in partnership with workers to build power to secure and advance workplace rights. We prevent human trafficking for forced labour by acting to reduce the risks of worker exploitation. WSC values include: respect for human rights, representation, transparency, equality and innovation.

WSC support includes advice, mediation, advocacy and assisted reporting to enforcement agencies. Our worker engagement informs policy change activity to address harms faced by those in high-risk work. In 2023 and 2024 WSC activities were targeted at workers in seasonal agriculture on the UK Seasonal Worker visa (SWV). During this time, we provided advice, support, and information to 1031 people in relation to the SWV. To learn more about work, visit [www.workersupportcentre.org.uk](http://www.workersupportcentre.org.uk)

## About the role

This role is focussed on advancing seasonal agricultural workers' rights by supporting WSC's peer engagement work including actively conducting outreach to workers and facilitating worker education and power sessions. In this role you will support WSC meet two of its four core objectives to work together with workers to claim spaces for power and representation in decision making; and to build the field of knowledge about workers and their experiences to influence policy. This role will work closely together with our Peer Engagement team and Outreach Caseworkers.

**WSC strives to achieve representation of individuals with lived experience of the issues on which we work at all levels of our organisation and actively promote applications from individuals with experience of the issues on which we work. For this role we would especially welcome applications from individuals with experience of working in seasonal agriculture.**

## Main tasks and responsibilities

### Peer engagement and outreach

- To conduct social engagement and outreach activities in person and remotely.
- To contribute to the development of WSC's programme of activities to build worker solidarity.
- To ensure that those in need of support access WSC's Casework service, and/or are signposted to available services, including legal advice.
- To contribute to and translate information for communication with workers, on their rights and entitlements and to support WSC Worker Power work.
- To monitor and respond to email, phone and message enquiries from workers.
- Support workers to access external services when needed
- Liaising with community and civil society organisations to build strong community networks

### Participation

- Support participatory analysis workshops with workers to jointly analyse concerns articulated in order to establish standards workers would like to see upheld for seasonal workers.
- Actively support workers to engage in advocacy, including by providing worker-centred briefings on advocacy processes and meetings, ensuring meaningful participation and leadership by workers.
- Engage with workers via social media and other online tools, through clear communications outputs.

## General

- Support the whole organisation goal to integrate workers in all our work at all levels of the organisation.

## Person Specification

### 1) KNOWLEDGE AND TECHNICAL SKILLS

Indicates the type of knowledge and skills essential or desirable to do this job and the level required using the indicators below.

- (1) Significant expert knowledge
- (2) Specialist knowledge
- (3) Routine but detailed knowledge
- (4) Broad understanding
- Or not applicable (N/A)

Type of Knowledge/skills	Essential	Level	Desirable	Level
Understanding of how NGOs operate, and knowledge of the issues on which WSC works: labour rights, migrant rights, organising, anti-trafficking and human rights.	X	4		
Experience in worker organising, engaging with workers and upholding labour rights	X	3		

### 2) QUALIFICATIONS

Type of Qualification	Essential	Desirable
Degree level in public policy, law, or human rights or equivalent experience.		X
A valid UK Driving license	X	

### 3) EXPERIENCE REQUIRED

Type of Experience	Essential	Length	Desirable	Length
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Experience in labour organising or worker support	X	2 years		
Experience of engaging with people with lived experience of the issues on which the organisation works and ensuring they are involved in decision-making processes.	X	1 year		
Use of equipment and case recording systems & Standard Microsoft Office suite	X	1 year		
Fluency in English (verbal and written)	X			
Working competence in Russian and/or a Central Asian language	X			
Experience of work in a precarious labour sector (eg seasonal agriculture, social care, or other)	X			
Experience of work in seasonal agriculture			X	
Experience of developing and facilitating workshops/educational events.	X	1 year		
Experience of facilitating public outreach sessions/events.	X	1 year		
Experience of building and developing relationships with community and civil society organisations	X	1 year		
Experience of communication to wide audiences via a range of social media platforms (eg Tik-tok, Instagram, Telegram, X, Bluesky)	X	2 years		

#### 4. PERSONAL QUALITIES

Type of Communication	Essential	Desirable
Enthusiastic and committed to advancing workers' rights.	X	
Empathy with workers in high-risk labour sectors and the work of WSC	X	
Strong work ethic: A self-starter with high-energy levels, ability to use own initiative, prioritise, make decisions and implement them, function to deadlines.	X	
Ability to build and maintain collaborative and respectful relationships across the organisation and with workers.	X	
Ability to work flexible hours as required, to travel and spend occasional nights away from home	X	
Sound understanding of equal opportunities, data protection and confidentiality	X	

#### Timeline:

- Applications to consist of a CV and supporting statement no longer than one side of A4 outlining how you meet the skills and experience required, to be sent to [recruitment@workersupportcentre.org.uk](mailto:recruitment@workersupportcentre.org.uk)
- Deadline for applications – Midnight on Monday 20<sup>th</sup> January 2025