



Role:	Programme Worker
Reporting to:	Learning & Engagement Lead
Location:	Flexible / Hybrid (Glasgow and Edinburgh based). Outreach to locations if/as required. Due to the needs of our service delivery this is an in-person, on-location role.
Hours of Work:	Full-time (4 days - 28 hours per week, evening and weekend work required)
Salary:	£23,575 (with progression to £26,500)
Closing:	Friday 28 th March 2025

Purpose:

The Young Women's Movement is Scotland's national organisation for young women and girls' leadership and rights: working collectively, leading meaningful change and creating a more equal society. Young women are at the heart of everything we do. Our movement is informed, shaped and led by and for young women. For 100 years, we have been a collective force that has, and will continue to, change things for the better for all young women across Scotland.

We work directly with young women and girls to equip them to lead change on issues that matter to them and create safe spaces where they can gain confidence, knowledge and skills. We support young women to amplify their voices in their communities and in decision-making spaces.

Our Programme Worker will support the planning and delivery of a wide range of programmes using a youth work approach, both in-person in schools, communities and further education settings and online.

Key Responsibilities:

- ◆ Plan and lead delivery of our wide range of funded programmes e.g. Empowering Pathways, YEquality, Young Women Lead, Young Women Know, etc. using a youth work approach to create safe spaces, reach more young women and girls and support their participation in our movement;
- ◆ Work with young women and girls on our programmes and signpost them to opportunities for their continued engagement both within our movement and in communities/wider society;

- ◆ Support Coordinators with session planning, programme and workshop development, ensuring young women are able to access our services;
- ◆ Support the coordination of programme volunteers and advisory panel members;
- ◆ Undertake administrative tasks to support the planning, onboarding, prepping, delivery and evaluation of our programmes;
- ◆ Support the monitoring and evaluation of all programmes including writing case studies and reports as required;
- ◆ Gather evidence to support The Young Women's Movement social media channels e.g. photographs, stories, videos etc.;
- ◆ Have a flexible and adaptable approach to delivery and facilitation – evening and weekend work is required;
- ◆ Work collaboratively with the Learning & Engagement Coordinator, Collective Voice and Action Coordinator, Learning & Engagement Lead and wider YWM Team.

The Young Women's Movement requires all staff to undergo a disclosure check through the PVG scheme.

Everyone who works at Young Women's Movement:

- ◆ Has equality at the heart of everything they do.
- ◆ Takes a participatory approach to our work. We are for young women and by young women.
- ◆ Builds communities of friendship and support networks, finding joy in our collective actions and connections.
- ◆ Understands the impact of challenging inequality on those most affected by it. We lead with kindness and empathy, putting collective wellbeing at the core of our organisation.
- ◆ Delivers our work with integrity and are proud of the work we do.
- ◆ Are bold and brave. We do not shy away from challenging the status quo and taking radical steps to make gender equality a reality in Scotland.

How you'll help to create a fairer Scotland for young women and girls:

- ◆ Unlock the potential of young women and girls through the planning, delivery and facilitation of our programmes.
- ◆ Support the recruitment and onboarding of participants to our spaces and learning opportunities.
- ◆ Approach our work with a warmth of welcome and the sense of being on a shared journey.
- ◆ Work with the team across YWM to ensure a collaborative approach to delivering impactful outcomes that challenge the status quo.

- ◆ Commit to an intersectional approach and breaking down the barriers to young women and girls participation, ensuring our spaces and programmes are accessible and inclusive to all.
- ◆ Work with young women and girls on our programmes to create new resources and awareness raising campaigns through creative, digital and social approaches.
- ◆ Comply with YWM's engagement procedures and practice including Health and Safety, Safeguarding and Data Protection.
- ◆ Work collaboratively across the organisation, and where appropriate supporting colleagues in other teams, to collectively deliver the realisation of our strategic vision.
- ◆ Undertake any other duties that may arise.

Let's talk about you - you will already have or be working towards:

- ◆ Experience working with young women, girls and other marginalised genders using a youth work and intersectional feminist approach.
- ◆ Commitment to delivering high quality and meaningful experiences for our participants and volunteers.
- ◆ Experience of using a youth work approach in your practice and strong commitment to youth work principles.
- ◆ Passionate about enabling change for young women and girls through a range of learning interventions and programmes.
- ◆ Experience delivering engaging and empowering programmes that are co-designed with and for young women.
- ◆ An engaging and warm facilitation approach to build confidence and opportunities for young women that have the potential to create positive change, locally and nationally.
- ◆ Ability to evaluate projects meaningfully and effectively for maximum impact.
- ◆ Strong time management and organisational skills
- ◆ Strong IT skills and experience of using Microsoft Word, PowerPoint & Excel, Canva, etc.
- ◆ A flexible and adaptable approach.
- ◆ Willingness to work flexibly and travel across Scotland when necessary.
- ◆ Commitment to own continuing professional development.

Why you should want to work with us?

- ◆ We operate a 4-day working week, which means full time is 28 hours
- ◆ Our annual leave entitlement is 22.5 days a year, including public holidays
- ◆ We are committed to supporting staff development through training and coaching opportunities
- ◆ Supportive, collaborative and feminist team and board

