

**MAKING
RIGHTS
REAL**

Community Organiser - Gypsy Traveller Communities

Join Us

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RIGHTS
REAL**

Acting together to
advance human rights
in Scotland

Who we are

Making Rights Real is a small and mighty human rights organisation in Scotland that works with communities and grassroots activists to deliver human rights for everyone. Since launching in 2020 we have been working with communities to name and claim their human rights. Having established ourselves as an effective and impactful organisation, we now look forward to a remarkable future.

Five years after launch, we are delighted to be recruiting our first Community Organiser thanks to funding from The National Lottery Community Fund, to continue and expand our work alongside Gypsy Traveller communities in Central and Eastern Scotland.

Our Vision

Our vision is "Human Rights For All."

We achieve this by acting together to advance human rights in Scotland.

Our Values

Our values are based on core human rights values of dignity and respect; all our work is underpinned by the principles of a human rights based approach.

We believe:

- Human rights are for everyone, every day.
- Change is most powerful when led by the people directly affected.
- Working alongside Gypsy Traveller communities must be carried out with respect, trust, and long-term commitment.

We are known for:

- Our commitment to the meaningful and inclusive participation of people who most need change, using a friendly and accessible approach.
- Our fearlessness and ambition for practical and impactful change, by holding power to account.
- Using our skills and expertise at the service of people who most need change.

Here are some of the words that guide our values:



A word from our Director



"We are delighted to be recruiting for this exciting post thanks to support from the National Lottery Community Fund. This is an opportunity for a skilled community worker, with a track record for excellence in practice to join our small and mighty team.

We have been working hand in hand with Gypsy Traveller communities in Perth and Kinross and Fife for the past three years and have built up a body of evidence of significant human rights violations relating to housing, health, children's rights and lack of participation.

As well as continuing to work in these areas, this role will be able to work with additional Gypsy Traveller communities in areas across East Central Scotland.

I invite you to be part of the next phase of our journey alongside Gypsy Traveller communities to support system change around their human rights concerns."

Clare MacGillivray
Director of Making Rights Real

The Role

Leading the *Our Rights Matter Project*, working alongside Gypsy Traveller communities in Central and Eastern Scotland, the Community Organiser will work directly with Gypsy Traveller communities to support them to understand, name and claim their human rights.

The successful post holder will support groups to build skills, knowledge and confidence to take action on issues that matter to them, and to support them to work collectively to achieve positive change.

You will be part of Making Rights Real's small, committed team and will bring a strong belief in human rights, equality, and justice, with a particular understanding of the experiences, culture, and priorities of Gypsy Traveller people.

The successful applicant will be a community development practitioner with experience of working sensitively with traditionally excluded or marginalised groups.

Much of this role will involve working across Central and Eastern Scotland therefore a full, clean driving license is essential.

Job Description

Job Title: Community Organiser - Gypsy Traveller Communities

Salary: £34,000 per annum (pro rata) + 10% pension

Number of hours: 21 per week

Working pattern: Flexible working with pattern agreed with line manager

Contract: Permanent (on completion of successful three month probationary period)

Responsible to: Director

Location: Hybrid (home based and flexible delivery throughout Central and Eastern Scotland).

The Benefits

- Flexible working options
- Hybrid working
- 30 days AL plus 12 days Public holiday (pro rata basis)
- 10% employer pension contribution
- Counselling provision for staff
- Regular support and supervision
- Opportunities for professional development

Key Responsibilities

1. Community Engagement & Relationship-Building

- Develop and maintain positive relationships with Gypsy/Traveller communities
- Spend time within those communities to understand priorities and build mutual trust
- Organise community meet ups and events as required
- Work in culturally sensitive and inclusive ways, respecting community traditions and values.

2. Capacity Building & Empowerment

- Support community members to learn about human rights and how to use them to address the issues that affect them.
- Facilitate workshops, discussions, and informal learning activities tailored to Gypsy Traveller communities
- Train and support Gypsy Travellers as peer co-facilitators.

3. Collective Action & Advocacy

- Frame community issues in human rights terms and support communities to strategise on approaches for impactful change
- Support communities to carry out community-led activities and campaigns designed to challenge structural injustice.
- Facilitate participatory research and advocacy initiatives on agreed issues.
- Support communities to influence decision-makers, public bodies and other human rights duty bearers such as local authorities, Police Scotland, NHS and the Scottish Housing Regulator.

4. Partnership & Collaboration

- Build alliances and identify collaborative opportunities between Gypsy Traveller and other communities for collective action to advance Gypsy Traveller rights.

5. Monitoring, Evaluation & Reporting

- Write reports, resources and community newsletters
- Record activities and outcomes in line with project monitoring requirements
- Contribute to funding reports and share learning
- Gather evidence and testimony of experiences of injustice and discrimination, positive outcomes and good practice.

6. Organisational Contribution

- Participate in team meetings, training, and strategic planning
- Contribute to Making Rights Real's organisational learning and advocacy work
- Support the communications of the organisation, including drafting web resources, social media posts and campaigns
- Gather evaluation data
- Compile project monitoring reports
- Any other tasks deemed necessary by MRR's Board or Director in fulfilment of the objectives of the organisation.

Person Specification

The successful applicant will be an experienced community development practitioner well practised in working sensitively with traditionally excluded or marginalised groups.

Much of this role will involve working on-site across Central and Eastern Scotland - a full, clean driving license is essential.

Essential Criteria

Education

- Educated to degree level in community education or a related field.
- Or the equivalent of five years' experience in the field of community development, community organising and working for social change.

Knowledge & Understanding

- Knowledge and experience of a rights based approach and the human rights framework
- Understanding of human rights principles and their relevance in everyday life
- Awareness of the history, culture, and current issues affecting Gypsy Traveller communities in Scotland
- Understanding of community organising approaches.

Skills & Experience

- Experience of working alongside marginalised or excluded communities
- Proven ability to build trust and positive relationships with people from diverse backgrounds
- Strong communication skills, both verbal and written, adaptable to different audiences and able to use Plain English to communicate complex issues
- Demonstrated experience in designing and carrying out participatory action research
- Facilitation skills for workshops, group meetings, and community events.
- Ability to design and deliver culturally appropriate learning opportunities
- Event organising skills
- Ability to support and encourage others to take action on issues affecting them
- Ability to work independently and manage own workload.

Essential Criteria (continued from page 8)

IT Skills

- Strong IT skills (MS Office, social media).

Personal Qualities

- Able to live the values of Making Rights Real in practice
- Able to demonstrate a respectful, empathetic, and culturally sensitive approach in all settings
- Commitment to equality, diversity, and anti-discrimination/anti-racism
- Resilience, patience, flexibility and adaptability
- Self-motivation and reliability.

Other Requirements

- Willingness to travel
- Ability and willingness to work occasional evenings/weekends as required.
- This post is subject to Disclosure Level 1 checks
- Full UK driving licence

Desirable Criteria

Experience

- Lived experience as a member of the Gypsy Traveller community
- Experience of community organising or grassroots campaigning
- Knowledge of relevant law and policy affecting Gypsy Traveller people in Scotland
- Experience of monitoring and evaluating community projects.

We particularly welcome applications from people from Gypsy Traveller backgrounds and other underrepresented groups.

How to Apply

If you have any queries or wish to discuss the role further please contact the Director, Clare MacGillivray at clare@makingrightsreal.org.uk.

To apply, please submit a CV and covering letter containing a supporting statement expressing why you are interested in this opportunity and your suitability. Applications must be received by **9am on Monday 29th September 2025** at info@makingrightsreal.org.uk.

You are invited to attend an information session on **Wednesday 10th September 2025 at either 1pm or 6pm** to find out more about the role. Book your place here: <https://www.eventbrite.com/e/information-sessions-for-community-researcher-posts-tickets-1639339752329?aff=oddtcreator>

Applicants will be shortlisted for interview by matching the details given on their CV and supporting statement against both the job description and the person specification.

We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements. We would also be grateful if your covering letter / supporting statement is no more than three A4 pages. It should include the following information:

- Current salary / package
- Current notice period
- Details of two referees (please note that referees will not be contacted until offer stage or without prior consent)

Interviews will be held in person in central Scotland **the week beginning 13th October 2025**.

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Supported by The National Lottery Community Fund

 Info@makingrightsreal.org.uk

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