

# Recruitment Pack

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*Backing you for life!*

# Welcome Message

Thank you for your interest in joining Spinal Injuries Scotland (SIS). We are Scotland's only dedicated charity supporting people with a spinal cord injury and their families.

Our mission looks towards a more inclusive society. To create a society without barriers, giving opportunity for all people regardless of their disability status. We have a clear stated vision to act and an 'agent of change' and a mission statement which details the specific areas in which we seek to achieve that change. This pack provides information about our charity, our values, what we offer as an employer, and how you can become part of our team.

## About Us

Spinal Injuries Scotland is the national voluntary organisation supporting new and long-term spinal cord injured people, their relatives and friends, as well as those involved in their care and rehabilitation. We have been backing people for life for over 65 years.

## Our Vision, Mission and Values

**Vision:** To act as an agent of positive change for all spinal cord injured people.

**Mission:** Backing you for life, removing barriers and promoting equality of choice, control, dignity and freedom for our SCI community in all areas of life, in all parts of Scotland.

**Values:**

- We will use our enthusiasm, energy and resources to encourage our members to concentrate on the future and support them to achieve their goals.
- We are committed to tackling exclusion by promoting understanding and inclusion on behalf of our members.
- We will promote respect and integrity for our members through our plans, words and actions.



# Our Strategic Approach

We channel our efforts via three strands:

1. Support those coming to terms with an SCI.
2. Inform those living with SCI.
3. Influence decision makers and designers as they shape the world for those with SCIs.

We deliver a nationwide, membership-focused service, which is delivered via programmes and projects designed to best meet the needs of our members. Those who experience a SCI have undergone a life-changing and traumatic event, and rehabilitation can be immensely challenging from both a physical and emotional perspective. Our services provide vital emotional and practical support to both individuals and their families during this difficult time. By connecting people with others who have lived through similar experiences, we help reduce feelings of isolation, promote mental well-being, and foster a sense of community that plays an essential role in their recovery.



## Our Services and Impact

The support provided by our charity is invaluable to those who have been affected by a spinal cord injury. Our organisation offers a wide range of resources and services, including emotional support, and advice.

- Peer Support in hospitals and communities, including at the Queen Elizabeth National Spinal Injuries Unit, Glasgow (QENSIU).
- Assistive Technology support to help patients stay connected and live independently.
- Outreach and community engagement through coffee sessions and virtual meetings.
- Education and research collaborations to improve care and outcomes.
- Accessible holiday accommodation at Clober for members and families.



# Why Work With Us

Joining SIS means becoming part of a passionate team dedicated to making a real difference. We offer a supportive environment where your skills and ideas can help shape the future of spinal injury support in Scotland.

You will work in a supportive environment and will be provided with a full induction and training opportunities. You will be given the chance to develop your knowledge and skills, as well as develop professionally.

## Employee Benefits

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- Competitive salary packages
- 20 days annual leave plus Scottish Public Holidays (with increases for long service)
- Pension scheme auto-enrolment with employer contributions
- Flexible and hybrid working options
- Training and professional development opportunities
- Supportive and inclusive workplace culture
- Free parking at Head Office

## Current Opportunities

We regularly recruit for roles in peer support, advocacy, administration, and specialist positions.

Visit our website for the latest vacancies: [www.spinalinjuryesscotland.org.uk](http://www.spinalinjuryesscotland.org.uk)

## How to Apply

To apply for any of our roles, please send your CV and a covering letter to [recruitment@spinalinjuryesscotland.org.uk](mailto:recruitment@spinalinjuryesscotland.org.uk)

Closing dates and interview details will be listed on our website.





# Support Inform Influence

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