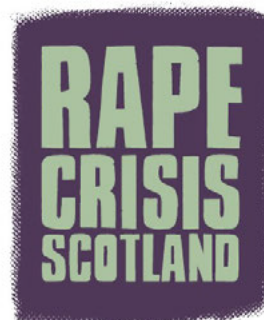


Application Pack

Communications Worker



How to Apply

Thank you for your interest in the post of Communications Worker.

Please find below information relating to the organisation, our values and ethos, and details of the vacancy. Please note that only information provided in the application form can be considered in the shortlisting process. CVs will not be considered without prior arrangement.

Applications will be shortlisted by scoring the information provided in the application form against the essential and desirable competencies outlined below. Please provide as much information as possible, together with examples, to demonstrate how you meet these competencies. All experience is relevant and need not be limited to paid employment situations.

Completed application forms should be sent to recruitment@rapecrisisscotland.org.uk by the closing date.

Closing Date for Applications: 9am, Monday, 2 November 2026

Invites to Interview issued on or around: Monday, 16 November 2026

Anticipated date(s) for interview: Wed, 2 / Fri, 4 December 2026

An equal opportunities monitoring form should be completed online at <https://forms.office.com/e/rYhDL2sCFH>

We welcome applications from a diverse range of candidates, in particular women of colour and those underrepresented in the workforce. **Please note only women need apply under Schedule 9, Part 1 of the Equality Act 2010.**

Please note that a PVG Disclosure check will be carried out prior to employment commencing.

We are keen to ensure an accessible recruitment process; if you have any issues accessing this pack, or require these materials in a different format, please contact recruitment@rapecrisisscotland.org.uk.

Our recruitment process is carried out in accordance with the Data Protection Act 1998. For full details on how your information will be used, please see our [Privacy Notice](#).

About Rape Crisis Scotland

Background

Rape Crisis Scotland is Scotland's leading organisation working to support survivors of sexual violence, transform attitudes, improve the justice response to sexual crime and, ultimately, to end sexual violence in all its forms.

From the earliest collectives, over 40 years ago, to the modern network of Rape Crisis centres, survivors' needs and voices have been at the heart of Rape Crisis in Scotland.

You can read more about the early years of Rape Crisis in our 2009 publication, [Woman to Woman: An Oral History of Rape Crisis in Scotland 1976-1991](#).

Who We Are

All of us deserve to live free from the fear and threat of sexual violence. At Rape Crisis Scotland we work to raise awareness of the prevalence and impact of rape, sexual assault and abuse, advocate for better health, justice and community responses, and work to make sure that no matter what happened or when, survivors can access specialist support.

Rape Crisis Scotland is governed by a [Board of Directors](#) and is a growing organisation with over 45 staff members, working across a broad range of projects.

We deliver direct support services to survivors and work with local centres who provide specialist Best Practice Rape Crisis support to more than 6,000 survivors annually.

Rape Crisis Scotland and our member centres are committed to adhering to the Rape Crisis National Service Standards (RCNSS). These standards ensure that all survivors who contact us receive a consistent, specialist services from any member Rape Crisis Centre.

What We Do

At Rape Crisis Scotland, our work is diverse and varied. In addition to our work

supporting our member centres we also provide the following services:

- A National Helpline, providing support and information to anyone affected by sexual violence. The Helpline is open daily, 5pm until midnight, 365 days a year.
- National Advocacy Service, supporting anyone who is considering reporting or is engaged in the justice system, helping them to navigate the system.
- Prevention work, working with schools, colleges and universities to promote healthy relationships, provide support to enable prevention of gender-based violence and improve institutional responses to survivors.
- Membership Services building the capacity of our member centres and their workers to work within the National Service Standards and meet local demand for evidence-based, high-quality services.

We also work collaboratively with the Scottish Women's Rights Centre, which provides legal advice and support to survivors of gender-based violence.

For the latest information on the work of Rape Crisis Scotland and our recent campaign work, see our latest [Annual Report](#).

Our Values and Ethos

At Rape Crisis Scotland, our guiding principles are:

- Feminism,
- Equality and
- Human Rights

Our services draw from the guiding principles of gender-based power, reduced power analysis, survivor-centred approach, trauma-based approach and holding perpetrators accountable and our work with survivors is guided by values and principles of being non-judgmental, survivor-led and trauma informed.

As an organisation we are working to embed an intersectional approach, recognising the compounding inequalities and discrimination that survivors, our staff and volunteers may experience and seeking to reflect this in our service provision and broader work. We want Rape Crisis to be a movement that reflects the diverse population of Scotland and seek to support the participation and representation of Black and minoritised communities, disabled people, people of all ages, sexual orientations, gender identities and rural and remote communities.

As an organisation we are trans-inclusive, and pro-choice.

We recognise that our work to become anti-racist and intersectional is an ongoing

process, and are committed to reflection, and learning and welcome feedback on how we can improve.

Our principles and approach are important to us, and as an organisation that seeks to work collaboratively with others, we feel it important to share these so that we are transparent and clear with current and future members of staff about our values and the expectations that surround these in terms of how we work together and what we produce.

As we are committed to survivors, we are committed to providing a supportive and empowering environment for our staff, creating an environment where we can inspire each other and allow each other to thrive, working together, collaboratively to achieve our collective goals.

Hybrid Working

Our office base is in the centre of Glasgow. The majority of staff spend part of their working week in the office and part at home, under our hybrid working arrangements. It is envisaged that this post will require a degree of home working and the necessary hardware will be provided. The post-holder should ensure that they have internet connection suitable for video conferencing.

The Role

Job title:	Communications Worker	Restrictions:	Women-only*
Department/ Function:	External Affairs and Communications	Reports to:	External Affairs and Communications Manager
Location:	Glasgow, with hybrid working	Travel required:	Occasional travel across Scotland
Level/Salary range:	Grade C1 £34,052 FTE (pro-rata)	Position type:	Part time (21hrs per week)
Pension contribution:	8% employer's contribution	Holiday entitlement	43 days inclusive of public holidays (pro rata)

Duration of employment:	Initial contract until end March 2028		
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NB: Fixed-term appointment to 31 March 2028

Job Purpose

The Communications Worker will support the communication priorities of Rape Crisis Scotland and the Scottish Women's Rights Centre.

The role will provide essential support to drive growth in our social media and digital platforms and to develop engaging and accessible content which informs survivors, engages supporters and stakeholders, and influences target audiences.

This is a busy and wide-ranging role, which will focus predominantly on the creation of compelling social media and digital content, as well as providing information and accessible resources for survivors of sexual and gender-based violence.

Sitting in the External Affairs and Communications team, the role will also support the External Affairs and Communications Manager to respond to media requests and work alongside the Policy Worker to publicise our policy and public affairs work.

Specific Responsibilities of this Role

- Creating a range of engaging content across website and social media platforms to share services and resources and promote policy and campaigns work
- Working with colleagues and professional partners to support the development of resources and informational content for a range of stakeholders, including survivors of sexual and gender-based violence
- Leading on the day-to-day management of social media platforms and contributing to development of a new social media strategy
- Supporting the development and execution of new and ongoing campaign work
- Supporting the External Affairs and Communications Manager with a range of media activity, including drafting press releases and public statements and responding to media enquires

- Supporting with key administrative tasks, such as managing a content calendar, maintaining database of media contacts and media monitoring activity
- Working alongside the Knowledge and Impact Coordinator, producing quarterly analytics of social media metrics, web and media analytics to support with monitoring and evaluation of the communications strategy
- Maintaining website and external communication channels to ensure a consistent brand voice across all platforms

Person Specification

The successful applicant will be an experienced communicator, who has ideally worked in a violence against women and girls or equalities context before.

With strong writing skills and a keen eye for design, they will have a track record of using social media in a policy and campaigns context and have clear ideas about how to improve our work in this space.

They will feel passionate about ensuring that survivors of sexual and gender-based violence and have access to clear information about news and policy updates which affect them, as well as high-quality support resources around topics like justice, health and well-being.

They will be able to work both proactively and reactively, responding to emerging news and announcements with a swift and clear direction whilst balancing the ongoing priorities of the organisation.

They should also have good understanding of, and support for, the values and principles of Rape Crisis Scotland and the Scottish Women's Rights Centres, which are based on an intersectional feminist, person-centred and trauma-focused approach to gender-based violence.

The successful post holder must demonstrate the following:

Essential skills, knowledge & experience required:

- E1** Demonstrable work experience in a communications or related role.
- E2** Excellent communications skills, with experience of writing clearly, concisely and persuasively for different audiences.
- E3** Experience of social media management and content creation for a brand or organisation (with experience of using a CMS to manage website content, good

working knowledge of social media platforms and experience of using Canva or equivalent design software and tools for content creation).

- E4** Experience of working with a range of internal and external stakeholders to create content and/or to support development of resources.
- E5** Good understanding of, and support for, RCS' values and principles which are based on an intersectional feminist, person-centred and trauma-focused approach to gender-based violence.
- E6** Good understanding of the societal, political, emotional, and legal context within which gender-based violence occurs.

In addition, the following would be desirable:

- D1** Track record of using social media in a policy or campaign context.
 - D2** Experience of media relations, both proactively and reactively, and of developing and maintaining relationships with journalists.
 - D3** Previous experience supporting Violence Against Women and Girls and/or equalities policy, services or projects.
- Please note, this role will include occasional evenings, weekends, and overnight stays. Some travel across Scotland is necessary to support rural participation and attend relevant events. RCS is committed to flexible working and positive work-life balance. Travel will be planned and agreed well in advance, with consideration for the post holder's other commitments.

* Please note only women need apply under Schedule 9, Part 1 of the Equality Act 2010.