



edinburgh rape crisis centre
supporting survivors of sexual violence

Role Profile for	Survivor Engagement Worker
Salary	£34,070 pro rata
Hours	21 hours per week
Location	Edinburgh
Responsible to	Head of Adult / Head of Young People
Direct Reports	None
Benefits	<u>Holiday entitlement:</u> 25 days annual leave; 10 days public holiday (pro rata), plus office closure between Christmas and New Year. <u>Pension entitlement:</u> Employer contribution at 8% to Pensions Trust Flexible Retirement Scheme.
Supervision & Training	<u>Supervision:</u> Internal supervision provided every 4-6 weeks. Internal mentoring provided at a frequency agreed with your line manager. <u>Training:</u> Standard training budget (£600) applies to this post.

Only women need apply for this role under Schedule 9, Part 1 of the Equality Act

Role Purpose

In response to the feedback from the National Standards review report, we are committed to strengthening our survivor engagement approach and ensuring that the voices of those with lived experience meaningfully shape our services and strategy. The Survivor Engagement Worker will play a central role in building, supporting and sustaining a vibrant and inclusive survivor community.

This role will focus on providing opportunities for survivors to influence our work and support each other through the development of a peer-led community after they come to the end of their formal support at ERCC.

Key Responsibilities

Develop and coordinate survivor engagement:

- Deliver ERCC's survivor engagement programme.
- Create safe, accessible and inclusive opportunities for survivors to contribute their views and shape services.
- Facilitate co-production activities, advisory panels and feedback mechanisms.

Build and nurture a survivor community:

- Support the development of a survivor-led peer community.
- Facilitate relationship-building among survivors to promote connection, peer support and reduce isolation.
- Provide guidance and mentorship to empower survivors to actively engage and lead on peer support spaces.

Embed survivor voice across the organisation:

- Work with internal teams to ensure survivor feedback is captured, heard and acted upon in meaningful ways.
- Support services to integrate survivor perspectives into policies, service design and evaluation.

Safeguarding and wellbeing:

- Ensure all engagement activities are trauma-informed and prioritise psychological safety.
- Identify and manage risks to wellbeing, offering appropriate signposting and support where needed.
- Adhere to all relevant legislation and organisational policies including child and adult protection procedures, health and safety and lone working.

Monitoring, recording and reporting:

- Track engagement metrics and community impact.
- Produce regular reports to demonstrate survivor involvement and outcomes to stakeholders.
- Keep accurate records of survivor engagements.
- Contribute data to allow ERCC to monitor and evaluate its services, including use of the OASIS data management system.

Working effectively and safely:

- Attend internal training, practice development sessions and other meetings as required.
- Engage effectively with internal supervision, peer support and mentoring.
- Work in accordance with ERCC's policy on equality and diversity.

Person Specification

Criteria	Essential	Desirable
Supporting survivor engagement	Lived or professional experience of working with survivors of trauma, violence, or abuse.	
	Experience and proven skills in developing and facilitating group discussions, workshops, peer support spaces and community programme.	
	Knowledge of safeguarding in survivor-led settings.	
	Ability to build trust, maintain boundaries, and manage emotionally complex situations.	
	Experience of working to a trauma-informed approach with service users. Strong understanding of trauma-informed principles and practices.	
	Experience of delivering emotional / psychological support work involving mental health and/or trauma.	Knowledge of the criminal justice system, including reporting to the police and the legal system.
	Experience of service development and/or taking the lead on specific pieces of work.	
Understanding of the issues related to sexual violence	Able to explain a feminist analysis of gender inequality and sexual violence.	
	Understanding of the gendered dynamics and broad ranging impacts of rape and sexual abuse.	
Partnership working	Experience of multi-agency working with a broad range of services/partners.	Experience working within the charity, health, or social care sectors.
	Experience of co-production, participatory methods, or community organising.	
Equalities	Clear commitment to equalities and diversity and anti-discriminatory practice.	

Criteria	Essential	Desirable
Managing yourself	Excellent interpersonal and communication skills.	
	A resilient approach and clear strategies for managing self at work.	
Recording and reporting	Experience of recording and reporting in relation to survivor engagements and service delivery.	
Keeping yourself and others safe	Understanding of the importance of adhering to legislation, policy and procedures in support work.	Understanding of relevant legislation (vulnerable adults, child protection, sexual offences, adults with incapacity).
Working with IT and systems	Competent Microsoft user (Outlook, Excel, PowerPoint and Word).	Familiarity with using online case management / outcomes recording systems eg OASIS.

Values and Approach

We are looking for someone passionate about amplifying survivor voices and fostering a sense of agency and peer-support through establishing a community of survivors. You will be empathetic, a skilled facilitator and collaborative, with a deep belief in the power of lived experience to drive systemic change.

Job Summary

The post-holder will be part of the team responsible for delivering ERCC's specialist counselling and support services, to people of all genders, who have experienced any form of sexual violence at any time in their lives. This includes rape, sexual assault, child sexual abuse or commercial sexual exploitation.

The post-holder will be responsible for the successful delivery of ERCC's survivor engagement programme. Survivors tell us that they would like opportunities to connect with other survivors to be able to find voice and re-direct their traumatic experiences to create positive change for others - for example, to address inequalities facing survivors through improving justice responses, or increasing awareness, or access to services.

ERCC's survivor engagement programme will give survivors the opportunity to build connection with a community of other survivors after they come to the end of their formal support at ERCC, for the purposes of informal peer support, and to support and sustain their continued recovery. Survivors' feedback will inform us about what is missing from our service delivery model.

Project aims:

- Help survivors reduce their experience of isolation and importantly of shame, which so often silences survivors.
- Building connection with a supportive community.
- Being able to connect with other survivors and find voice individually and collectively to create positive change for other survivors, and document what has been transformative in consolidating and sustaining their recovery.
- Share and amplify survivor voices on ERCC's website and other external communications/in the media – as well as offering opportunities to support and inform ERCC's communications strategy.
- Respond to the evolving needs of survivors - what do they want from service provision and support.
- Collaborative working - work closely with the Group work team and the Fundraising and Communications team.
- Deliver 6 survivor-led spaces, eg peer support, online forum or survivor-led groups.

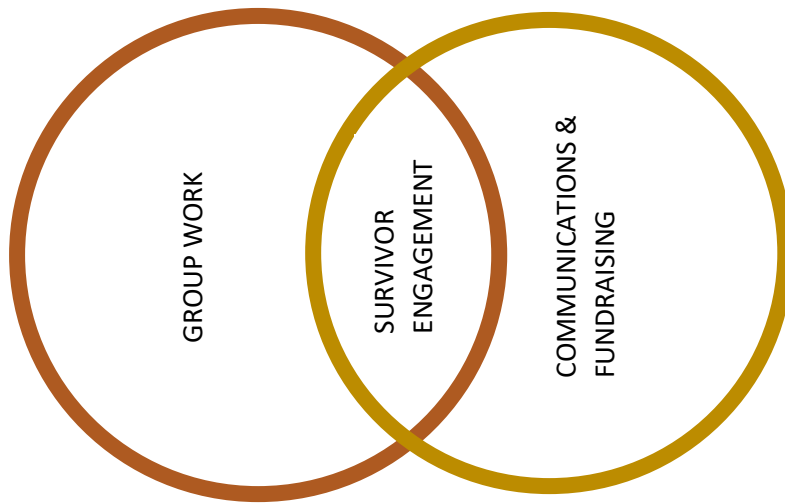
Targets

- A programme of survivor-led spaces that include opportunities to strengthen personal power and agency through engaging in peer support groups / exhibitions / performances / events / media work / consultation at local and national levels, with the aim of contributing towards positive change for other survivors.
- Ongoing and rolling opportunities to engage and collaborate with fellow survivors, in Survivors' Community Forums.
- Ongoing and rolling opportunities to engage with staff and teams to ensure the voices of young people, SIA, LD&N, Outreach, SSP and other specialist services are met.
- Build capacity within the survivor community for survivor-led participation and engagement.
- Attend external partnership events like university fairs, feminist fairs, Scottish parliament events, Pride, etc.
- Liaise with other RCS Centres in regarding regard to their survivor-led services and approaches.

Evaluation

- Provide detailed evaluation of role after 12 months (mid-term) or 18 months (end-of-term).
- Evidence evaluation and consider implications for future funding.

Diagram of how the survivor engagement post collaborates closely with the Group work team and Communications and Fundraising team:



This role has been funded by the National Lottery Community Fund

