



**Working together for a
fairer Scotland.**

Caseworker 2x



A note from our CEO, Derek Mitchell

“Thank you for your interest in joining Citizens Advice Scotland (CAS). Our employees play a critical role in helping to make society fairer, and in supporting our network of Citizens Advice Bureaux across Scotland.

We hope this pack will give you the information you need to decide if a role with CAS is right for you. We rely on each member of the team to bring their own unique skills, experience, views and commitment to our goals – it’s that combination which makes our organisation what it is.

The Citizens Advice network in Scotland provides much-needed advice and information to people from all walks of life, on a huge range of issues. We give a piece of advice every 19 seconds – face to face, online and by phone. The services we and our members provide make a difference in communities across Scotland and the rest of Great Britain, ensuring people are aware of their rights. It’s a powerful thing to be part of.

We look forward to hearing from you if you decide to apply, and to learning more about what you can bring to this role, and to the team.”



**Derek Mitchell, Chief Executive Officer
Citizens Advice Scotland**



About Citizens Advice Scotland

The Citizens Advice network in Scotland is the largest independent advice service in the country. Citizens Advice Scotland is a charity within this network – we act as a national organisation supporting and representing the service as a whole and the interests of citizens.

At the heart of the network there are 59 individual citizens advice bureau organisations across Scotland, all operating as independent charities in their own right, and generally focusing on providing support directly to clients. Each of these organisations is a member of Citizens Advice Scotland. Also providing significant added value are the national elements of the service run out of Citizens Advice Scotland, such as the Extra Help Unit.

We believe that every citizen should have access to free, impartial and confidential advice that helps them make informed decisions, whenever they need it and however they choose to access it. Whether that's face-to-face, over the phone or online, people know that wherever they see the familiar blue and yellow of our brand, they are guaranteed the same high quality of free, impartial and confidential advice.

Citizens Advice Scotland is committed to promoting diversity and inclusion. We offer a range of family friendly, inclusive employment policies and flexible working arrangements to support all our staff. We are also committed to equality of opportunity for all and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Find out more at www.cas.org.uk.

Employee Benefits

Our people are our greatest strength and make Citizens Advice Scotland a great place to work. We place our people at the forefront of everything we do, and we offer a wide range of benefits to show how much we value everyone who works for us.

Work-life balance



- > **35-hour full time working week**
- > **Flexible working opportunities for everyone**
- > **Flexitime system**
- > **Hybrid Working**
- > **Generous leave:** 30 days annual leave + 10 days public holiday

Health and wellbeing



- > **Occupational Sick Pay:** up to 6 months full pay and 6 months half pay dependant on length of service
- > **Life Assurance Scheme:** financial security and reassurance for employees and their families
- > **My Gym Discounts:** join gyms, health clubs, leisure centres, yoga studios, boot camps and outdoor activities at a discounted rate
- > **Fresh Fruit:** enjoy a weekly array of complimentary fresh fruit in both offices
- > **Employee Counselling Service**

Financial benefits



- > **Pension scheme:** save for your future with an 8% employer and 4% employee contribution
- > **Capital Credit Union:** access ethical financial services with a credit union membership
- > **Independent Pension Financial Advice**
- > **Access to Employee Benefits/Discounts:** including special offers, discounts and deals from over 200 suppliers
- > **Other:** Unum Dental Cover, Health Shield

Other benefits



- > **Generous Maternity, Adoption and Paternity Pay**
- > **Enhanced occupational Sick Pay**
- > **Family Friendly Policies and Support**
- > **Season ticket loans:** take out an interest-free season ticket loan to save on travelling to and from work
- > **Salary sacrifice schemes:** Cycle to Work, Smart Tech,
- > **Paid time off to volunteer**
- > **Learning and Developing Opportunities for all**

About the role

- > **Job title:** Caseworker 2x
- > **Location:** Glasgow or Edinburgh office

Please note that the team is based in Glasgow and, in this case, regular attendance in our Glasgow office will be required.

- > **Workplace type:** Hybrid working - (2 days per week during probation then 1 day per week going forward. This is a minimum, but successful candidates can opt to be office based 5 days per week)
- > **Hours per week:** 35
- > **Type of contract:** Permanent
- > **Job Level and Salary Scale:** Level 3, £28,516 - £34,853 per annum

*The successful candidate's salary will be determined in line with their skills and experience. New employees are normally appointed at the lower end of the salary scale and potential candidates should not expect to be appointed above the midpoint of the salary scale.

Closing date: 18 September 2025

Face-to-face Interviews: 1st- 2nd October 2025

About the Extra Help Unit

The Extra Help Unit (EHU) provides support to vulnerable domestic consumers and micro-businesses across Great Britain with their energy complaints. As defined in the CEAR Act 2007, the EHU has statutory duties to deal with cases where the consumer's energy supply has been disconnected or is at risk of imminent disconnection. The Unit also has statutory powers to support vulnerable consumers. A person may be deemed to be vulnerable due to their personal circumstances, the complexity or urgency of their complaint. The EHU is a referral only service with agreed referral partners including Citizens Advice Consumer Service, Ofgem and Ombudsman Services: Energy.

About the Job

As a Caseworker you will carry out an important role by investigating and resolving energy complaints on behalf of vulnerable consumers. You will ensure that the consumer's personal circumstances and any detriment caused by supplier failures are fully considered when negotiating an outcome.

You will be responsible for managing your own caseload and ensuring that urgent and more sensitive cases are prioritised, for example, where a consumer has no funds to top up their prepayment meter. Equally, you are expected to support your colleagues by helping progress casework and deal with related calls in their absence or when they are struggling.

You will liaise with consumers and suppliers on a daily basis using email, telephone and written correspondence. You will deal with a range of callers who are often upset, angry or stressed about their situation. Callers may also be experiencing financial difficulties, or have mental or physical health conditions. You are expected to support consumers in a respectful, inclusive and non-judgemental manner.

The energy market is very volatile and constantly changing and you will be expected to keep up to date with changes to licence conditions and industry policies as well as highlighting trends causing detriment to vulnerable consumers.

The caseworker role is both challenging and rewarding, with the majority of complaints and circumstances being complex in nature.

About you

You will be passionate about supporting and representing consumers who find themselves in a vulnerable situation and need someone to advocate on their behalf.

You will be patient and empathetic with a caring nature but equally someone who possesses strong emotional resilience. You will be able to work in a busy and pressurised environment with varying workloads, and have the ability to multi-task. You will possess excellent negotiation and influencing skills in order to achieve the best outcome for consumers. You will be an excellent communicator and natural at building a rapport with consumers and suppliers. You will have the ability to remain calm during stressful and challenging situations.

This is a busy role so ideal for someone who enjoys a fast paced environment where they can make a real difference.

Job description

Job title: Caseworker

Responsible to: EHU Team manger

Line manager responsibility: No

Budgetary responsibility: No

Key responsibilities

As a caseworker you will be responsible for:

- > Investigating urgent and complex energy complaints on behalf of vulnerable consumers and negotiating with energy suppliers until case is fully resolved or deadlock reached.
- > Delivering a friendly, professional and inclusive service via telephone, email and in writing.
- > Effectively managing a caseload and meeting Key Performance Indicators.
- > Advocating on behalf of consumers, ensuring appropriate payment methods, sustainable payment plans and positive outcomes are achieved that consider ability to pay and personal circumstances.
- > Recording and updating all activity on a case management system, ensuring the accurate categorisation of cases and data fields to enable continuity of casework and statistical monitoring.
- > Complying with processes defined within EHU complaint handling procedures, GDPR requirements and quality monitoring programme.
- > Building positive relationships with energy suppliers to maximise scope for successful negotiations.
- > Applying knowledge of energy industry regulations, licence conditions and policies to ensure customer service and compliance failures are challenged.
- > Highlighting trends in supplier performance and across industry to the Advice and Stakeholder Team.
- > Directing consumers who need debt counselling or other specialist advice to local citizens advice bureaux and other agencies.

Accountability and Decision Making

- > You will be expected to act immediately where a consumer is at risk of self disconnection or being disconnected following EHU guidelines, given the high risk to health and well-being and reputational risk to CAS.

- > You will be expected to manage your own caseload effectively, but additionally answer queries and provide support to consumers on behalf of other caseworkers across the team during periods of absence.
- > You will consult with your line manager in a range of circumstances, for example where you cannot obtain a suitable outcome, where a consumer is making a complaint about the service received or if there are safeguarding concerns raised.
- > You are expected to seek support from the Stakeholder Liaison Officers and Team where a case is particularly complex.

Problem solving and Complexity

- > Cases can often be difficult and complex due to the consumers circumstances and the nature of the complaint e.g. back-billing, and you will be expected to challenge the information provided using knowledge of legislation, licence conditions, codes of practice, company policy etc.
- > Problem solving skills will be required to look at a full range of solutions to help resolve a complaint dependent on consumer needs and the supplier involved.

The above job description is not exhaustive and is clarified to include broad duties inherent in the post.

Person specification

Knowledge, skills and experience

Essential

- > Excellent verbal and written communication skills with the ability to discuss complex issues in a clear and accessible manner
 - > Experience of working with vulnerable individuals and providing emotional support to people in distress
 - > The ability to work independently with excellent organisational and time management skills
 - > Strong customer service skills with experience of meeting KPIs and quality standards
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- > Ability to problem solve to quickly understand issues and what is required to achieve the desired outcome
 - > Experience in complaint handling
 - > Ability to maintain databases and embed processes to support effective case management and reporting
 - > Strong team player mindset with ability to communicate effectively with colleagues, managers and external stakeholders
 - > Proven resilience to working under pressure, balancing varying workloads and demanding situations

Desirable

- > Experience working in or knowledge of the energy industry



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www.cas.org.uk

The Scottish Association of Citizens Advice Bureaux – Citizens Advice Scotland. Scottish charity (SC016637) and company limited by guarantee (89892)