

Shaping better futures

Rock Trust
Job Pack

**rock
trust** | ending
youth
homelessness



About us

We are Scotland's leading youth homelessness charity. We believe that no young person should ever face homelessness. That's why we deliver bold, youth-specific solutions, built around young people's experiences and what evidence tells us works.

We support young people to avoid and move on from homelessness, helping them build the confidence, skills and stability they need to thrive in adulthood. We also influence policy and practice to create a Scotland where no young person is left behind.

We don't follow the system, we change it, continually championing the voices and experiences of all young people.



Youth homelessness is not inevitable. With bold thinking, cross-sector collaboration and targeted support, we can end it, for good.

It starts with prevention, identifying and tackling the root causes before young people reach crisis point. It means changing systems and policies so that young people have access to safe, affordable housing that meets their specific needs. And it means making sure every young person has the chance to build their skills, support networks and confidence, so they can move forward and thrive.

Whatever your role, this is what you will be a part of when you join the team at Rock Trust.

Kate Polson, CEO

Intro from our CEO

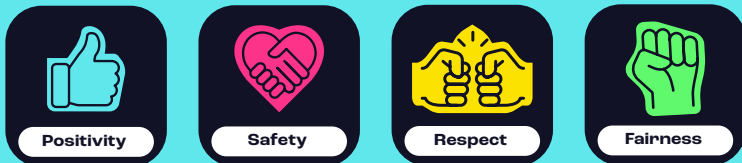


Life at Rock Trust

At Rock Trust, we're not just doing what's always been done. We actively seek out better ways and prove that they work. We approach challenges with curiosity and imagination. We design, initiate and collaborate on services that break moulds and change minds.

Whatever your role at Rock Trust, this is a place to be your true self, to build meaningful, trusting relationships with co-workers and young people, to raise your voice, and to influence change.

Our values are:



These values exist for our staff, volunteers and the young people we work with. They underpin everything we do, including how we measure success and reflect on our work.



We are committed to Diversity, Equity and Inclusion.

We are continually working to improve our policies and practice, removing barriers and promoting fairness and opportunity. To support and give back to our teams, we offer:

- ✦ Flexible working
- ✦ Hybrid working
- ✦ Annual increases in leave allowance
- ✦ Additional wellbeing day
- ✦ 6% employer pension contributions
- ✦ Enhanced maternity, paternity and adoption leave
- ✦ Life assurance of 3 x annual salary
- ✦ Personalised training and development opportunities
- ✦ Employee Assistance Programme (EAP)



Working for Rock Trust is my first experience of working in the voluntary sector and I really appreciate being part of an organisation that puts its values into practice. The welfare of the young people we support really is at the heart of all we do.

Rock Trust understands the importance of recruiting the right people and we have a supportive and compassionate team.

Alison, Team Leader in Fife

Our teams

Senior Management Team
People and Business Support Team
Finance Team
Communications and Fundraising Team
Properties and Facilities Team

Service Teams:

Edinburgh
East Lothian
Midlothian
Perth
West Lothian
Glasgow
Fife
Upstream Scotland



I can honestly say that I work with some of the kindest, most dedicated, and most supportive people at Rock Trust. Across all departments, everyone's thoughts and ideas are always valued and welcome.

Joanne, Partnerships Lead





Rock Trust has been so supportive of me as a mum coming back to work after maternity leave. Their flexi-working makes it possible for me to have a really nice work/life balance, which is really important to me.

Emma, Health & Wellbeing Team Leader

We're proud to have been awarded the Investors and People Guild, the LGBT Charter Guild, Investing in Volunteers, and we're a living wage employer.

Jamila, People & Business Support Manager



We're in a privileged position in terms of hearing a lot about young people's stories. Seeing them learn and move forward through these difficult times is really rewarding.

Andrew, Housing Services Team Leader



How to apply

Download and complete the following forms from our vacancies page:

- 1. Application Form**
- 2. Equal Opportunities Form**
- 3. Criminal Convictions Declaration**

Then click on the relevant job link and follow the instructions to upload them to our Breathe HR portal.

Please double check the documents are saved as word doc or pdf files so we can open them.

We will be in touch as soon as possible if we'd like to invite you to interview.

Good luck with your application, and thank you for your interest in working with us!

Any questions?

hello@rocktrust.org
0345 222 1425

rocktrust.org



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The Rock Trust is a company limited by guarantee (Company No. 146616) and a charity registered in Scotland (SC018708). Our registered head office is 55 Albany Street, Edinburgh EH1 3QY