



EQUALITY | RESPECT | LOVE

Who Cares? Scotland Job Specification

Post title	Advocacy and Participation Worker
Salary range	£25,354 - £30,184
Hours of work	35 hours per week. Some evening and weekend work may be required.
Contract	Fixed term to 31 st March 2027 with likely year on year extension given from the local authority
Area	Dundee City
Base location	Hybrid – working from home/ office / community settings. The role will include some trips to our national office in Glasgow.
Responsible to	Advocacy and Participation Manager – North-East
Last update	September 2026

Who Cares? Scotland is the national independent membership organisation for Care Experienced people. Our strategic vision is to secure a lifetime of equality, respect and love for Care Experienced people in Scotland.

At the heart of Who Cares? Scotland's work are the rights of Care Experienced people, and the power of their voices to bring about positive change.

We provide individual lifelong relationship-based independent advocacy and a range of local and national participatory and engagement opportunities for Care Experienced people across Scotland. We work alongside Corporate Parents and communities to broaden understanding and create change. We work with policy makers, leaders and elected representatives locally and nationally to shape law, policy and practice, working together to build on the aspirations of [The Promise](#) and secure positive change.

Purpose of the post

The purpose of the post is to help nurture and promote the voices, views and experiences of children and young people across Dundee.

Advocacy and Participation Workers work directly with children and young people with experience of care primarily in an individual advocacy role. This means we listen to what they

say and support them to ensure their voices are truly heard regarding the decisions which are being made about their lives.

We also facilitate a range of participatory and engagement opportunities and create the conditions for collective advocacy. This brings young people together, allowing them to develop confidence, a sense of belonging and the opportunity to identify common issues. The Advocacy & Participation Worker will ensure the collective voice is heard, helping to create inclusion, collaboration and positive change.

This role offers the opportunity to work directly with children and young people with experience of care in a variety of settings including at home, in residential care, kinship care or secure care. The Advocacy & Participation Worker will provide individual relationship-based advocacy support and will be a key member of the Advocacy and Participation team, supporting young people from across Dundee to ensure their rights are upheld and their voices are heard.

You will be skilled at developing positive relationships with children and young people. The post holder will place young people at the heart of everything they do, helping them live a positive life now and to reach their full potential in the future.

Main duties and responsibilities

- Provide high-quality independent advocacy supports and participation opportunities for children and young people who are looked after, Care Experienced or subject to formal processes and structures
- Assist children and young people to prepare for, and effectively participate in meetings, children's hearings and other decision-making processes
- To utilise an adaptable communication approach that recognises and reduces barriers to communication
- Signpost children and young people to relevant services such as legal representation and to support engagement, if required, with the signposted service(s)
- Provide consultation opportunities for children and young people as part of Who Cares? Scotland local and national work
- Keep detailed computerised records of work undertaken with young people, complying with confidentiality and data protection legislation
- Assist the Advocacy & Participation Manager to produce quarterly liaison reports and case studies which evidences the advocacy supports provided and the issues being raised by children and young people
- Raise awareness of Who Cares? Scotland, the services provided and opportunities offered amongst care experienced children and young people, professionals, third sector agencies, carers and others

- Work in partnership with professionals, carers and organisations to achieve the best outcomes for children and young people through supporting the Care Experienced voice to be heard
- Adhere to Who Cares? Scotland policies, procedures and values
- Implement professional boundaries and have clarity of the advocacy role
- Carry out any other duties commensurate with the post as identified by your line manager

Communication

The post holder will have key contacts with:

- Children and young people across the Dundee Local Authority area, including children placed out of area
- Partners and professionals across Dundee, including the Local Authority, Corporate Parents and Third Sector agencies
- National and regional networks that support children and young people
- The North-East area team and the broader Who Cares? Scotland team

Working environment

The post holder will:

- Work hybrid. Who Cares? Scotland have an office base in Dundee, and home-based working can also be utilised.
- You will travel to meet with children and young people throughout the Dundee area
- There will be occasional travel to our national office in Glasgow
- A valid driving licence, access to own transport and business insurance are required
- The remit of this role requires flexibility which may include some evening and weekend work and some overnight stays
- The ability to work as a lone worker within a geographically dispersed team is necessary as is the ability to demonstrate strong individual initiative

Attitudes and values

The post holder will show commitment to:

- Child and Human rights
- Working inclusively with an understanding of equal opportunities and trauma informed practices
- Working in partnership with young people, empowering them to shape their own lives, and make decisions about their own lives
- Inter-agency and inter-disciplinary working to improve outcomes for children and young people
- Developing best practice through regular support and supervision, training and development opportunities
- Ability to reflect on your practice, identify any learning and take constructive feedback
- Compliance with the SIAA Principles, Standards and Codes of Best Practice
- Embrace new ways of working to benefit the children and young people you support

Essential knowledge, skills and experience

Qualifications:

- While we would welcome the knowledge gathered through relevant qualifications, we are just as interested in relevant work experience with children and young people
- Demonstrable continuing professional development in relevant areas.

Knowledge:

- The Children's Hearing System
- Child Protection process
- The care system in Scotland, including awareness of the issues affecting children and young people in care or with experience of care
- Children's rights
- Independent advocacy, principles and boundaries
- Effective participation and engagement
- Current developments, policy and practice in relation to children and young people in Scotland

Skills and competencies:

- Excellent interpersonal and communication skills, both verbal and written
- Ability to form positive relationships with children and young people
- Ability to work both collaboratively as part of a team and on own initiative
- Ability to develop relationships with other professionals including social work, health and education
- Ability to manage your time and workload to effectively prioritise and meet deadlines
- Ability to evidence your work and the advocacy supports provided to children and young people
- Experience of providing participatory opportunities and activities
- Excellent administrative skills and the ability to produce high quality reports on activity and impact.
- Willingness to learn and develop your skills
- A reflective approach to your work and service delivery
- A positive can-do attitude

Experience in:

- Working directly with children and young people, both individually and in groups
- Engaging with a range of audiences
- Raising awareness of independent advocacy and facilitating information sessions
- Working in a collaborative, inter-agency and inter-disciplinary way

Other

- Satisfactory PVG
- Suitable references

We welcome and encourage applications from people with experience of care.