

## Learning & Engagement Worker

<b>Role:</b>	Learning & Engagement Worker
<b>Reporting to:</b>	Learning & Engagement Lead
<b>Location:</b>	Hybrid – Our co-working space is in Edinburgh with delivery taking place across Scotland, specifically Glasgow and the surrounding areas.
<b>Hours of Work:</b>	Full time - 4 days a week (28 hours)
<b>Contract:</b>	Fixed Term – March 31 <sup>st</sup> 2025 (extension subject to funding)
<b>Salary:</b>	£23,575 – £26,500

The Young Women's Movement is Scotland's national organisation for young women and girls' leadership and rights.

Young women are at the heart of everything we do and we work collectively to equip with them the resources, networks and platforms to lead meaningful change and create a more equal society. Every time we say young women, we mean all self-identifying young women and girls.

We exist because we want young women and girls' needs and rights to be met. We believe in a society where everyone has the opportunity to live their lives to their fullest and we will continue to strive until that society is secured.

### **To help us achieve this, the Learning & Engagement Worker role has been created to:**

- ◆ Extend our reach to even more young women and girls through a range of engaging youth work programmes that build skills and create change
- ◆ Support the delivery of our programmes and training for both young women participants and our volunteers
- ◆ Create safe spaces for young women to engage and learn, encouraging supportive and meaningful relationships to develop

### **Everyone who works at The Young Women's Movement:**

- ◆ Has equality at the heart of everything they do
- ◆ Takes a participatory approach to our work. We are for young women and by young women
- ◆ Builds communities of friendship and support networks, finding joy in our collective actions and connections
- ◆ Understands the impact of challenging inequality on those most affected by it. We lead with kindness and empathy, putting collective wellbeing at the core of our organisation
- ◆ Delivers our work with integrity and are proud of the work we do
- ◆ Are bold and brave. We do not shy away from challenging the status quo and taking radical steps to make gender equality a reality in Scotland

### **How you'll help to create a fairer Scotland for young women and girls:**

- ◆ Deliver our Learning and Engagement programmes e.g. Empowering Pathways using a youth work approach to reach more young women and girls and support their participation in the movement

- ◆ Support the development, session planning and delivery of new youth work initiatives and activities that support young women & girls
- ◆ Support the Learning & Engagement Coordinator to reach and engage young women and girls in our spaces and services
- ◆ Work with young women and girls on our programmes and signpost them to opportunities for their continued engagement both within our movement and in communities/wider society
- ◆ Assist the Learning & Engagement Coordinator with support to our volunteers
- ◆ Undertake administrative tasks to support the planning, onboarding, preparation, delivery and evaluation of our Learning & Engagement programmes
- ◆ Gather Learning & Engagement content to share with our Comms Team e.g. photographs, stories, videos etc.
- ◆ Create safe, sustainable spaces with and for young women
- ◆ Commit to an intersectional feminist approach and break down the barriers to young women's participation, ensuring our spaces and programmes are accessible and inclusive to all
- ◆ Comply with the YWM's procedures and practice including Health and Safety, Safeguarding and Data Protection
- ◆ Work collaboratively across the organisation, and where appropriate support colleagues in other teams
- ◆ Undertake any other duties that may arise

**Let's talk about you - you will already have or be working towards:**

**Essential**

- ◆ Experience working with young people
- ◆ Knowledge and commitment to an intersectional feminist way of working
- ◆ Commitment to delivering high quality and meaningful experiences for young women on our programmes and our volunteers
- ◆ Passionate about enabling change for young women and girls through a range of learning interventions and programmes
- ◆ Strong time management and organisational skills
- ◆ An engaging and warm facilitation approach to build confidence and opportunities for young women that have the potential to create positive change, locally and nationally
- ◆ Willingness to work flexibly and travel across Scotland when necessary - our delivery is often in the evenings or weekends. Currently most of our programmes are delivered in Glasgow and the surrounding areas
- ◆ Commitment to own continuing professional development
- ◆ A flexible and adaptable approach

**Desirable**

- ◆ Experience and knowledge of youth work principles and approaches
- ◆ Experience of youth participation / delivering programmes that are co-designed with and for young women
- ◆ Ability to evaluate projects meaningfully and effectively for maximum impact.
- ◆ IT skills and experience of using Microsoft Teams, Word, PowerPoint & Excel, and Canva
- ◆ Experience of using social media platforms for awareness raising and system-changing campaigns
- ◆ A full, clean driving license and access to a vehicle

## Why work with us?

- ◆ We operate a 4-day working week, which means full-time is 28 hours
- ◆ We offer flexible working options and patterns, including the option to work hybrid from anywhere in Scotland (our co-working space is in Edinburgh)
- ◆ Our annual leave entitlement is 28 days a year, including public holidays
- ◆ We provide 1 additional day of annual leave for your birthday (or to take another time that you would like to celebrate)
- ◆ All staff members are enrolled in our Employer Life Assurance Scheme
- ◆ You can access a range of benefits and discounts through our life assurance app
- ◆ We are committed to supporting staff development through training and coaching opportunities
- ◆ Wellbeing and mental health support are a priority, all of our staff can access counselling through our EAP provider.
- ◆ We have a number of feminist policies to support our staff
- ◆ You'll be joining an intergenerational feminist team that will embrace your ideas and support and encourage you to bring your whole self to work

Due to the nature of our work with children and young people, successful applicants will be required to undergo a disclosure check through the PVG Scheme.

## Don't meet every single requirement?

Studies show that women and Black, Asian & Minority Ethnic people are less likely to apply for a job unless they meet every qualification. So, if you're excited about this role but your experience doesn't align perfectly with the job description, we'd love you to apply anyway. You might just be the perfect person for this role, or another role within The Young Women's Movement family.

## Recruitment process

Please complete The Young Women's Movement Application Form and Equal Opportunities Form on the [Vacancies page of our website here](#).

The deadline for applications is **9am on Monday 6<sup>th</sup> May**.

Interviews will take place in-person at The Melting Pot in Edinburgh on **Monday 13<sup>th</sup> May**. Due to staff capacity and recruitment timescales the interview dates are fixed and we're unable to accommodate alternative interview requests.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact our Learning & Engagement Lead, Angela Melvin at [angela@youngwomenscot.org](mailto:angela@youngwomenscot.org) and we will be happy to discuss.

