



## Project Lead – Rural Youth Action Network (August 2024)

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If you would find it helpful to receive this application pack in a different format, for example in large print, please contact Artemis ([artemis@sra.scot](mailto:artemis@sra.scot) or 0773 059 6842)

This post is funded by:



## About Scottish Rural Action

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Scottish Rural Action (SRA) is a charity set up in 2013 to support the rural and island movement in Scotland.

We put our values of *inclusion, diversity, cooperation, democracy* and *impact* into practice through **strengthening participation** of rural and island communities and interest groups in service design and in policy making; and through **promoting knowledge exchange and cooperation** between rural, island and urban communities.

Our platforms include the [Scottish Rural & Islands Parliament](#) and the [Scottish Rural & Islands Youth Parliament](#), both of which are connected through the [European Rural Parliament](#) to a network of rural organisations covering 42 countries. Collectively, we shine a light on the culture, resilience, enterprise and innovation within rural and island places, demonstrating the role they play in addressing global challenges including the biodiversity and climate emergencies, population migration and rising cost of living.

We are a small team of staff and volunteers, and when it comes to our own focused advocacy, research or campaign work, we choose areas which are brought to us by our members and which also align with our own lived expertise and passions - anything from enterprise to rural healthcare, anti-poverty work or support for village halls. More information about our work is on our [website](#).

## Working with Scottish Rural Action

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There will be times when we need all hands on deck, especially in the run up to major events but, generally, working with SRA means you have freedom to shape your project's pace and direction, as well as your personal development. We are also keen to ensure your work fits in with other commitments or interests. As Project Lead:

- You can opt to work between 3 to 4 days per week
- You can opt for condensed hours, flexible hours or for a job share arrangement
- You can choose to distribute your hours across the year in such a way that helps alleviate pressures due to caring responsibilities (e.g. work different hours during school holidays)
- You can be self-employed or on payroll (please note the salary and pension details in this job pack correspond to you being on payroll)
- You can work exclusively from home or work a day a week at a work-hub near to you

Other benefits of working for SRA include:

- 33 days annual leave pro rata inclusive of public holidays
- 6% employer pension contribution
- 2 days per annum volunteering leave
- £400 per annum personal allowance for training, development or wellbeing-related activities (this amount is in addition to any core training mandated by your role)
- Opportunities to travel across Scotland and internationally

## About the role

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<b>Salary</b>	£31,800 pro rata
<b>Pension</b>	6% employer contribution
<b>Hours</b>	4 days per week (negotiable)
<b>Leave entitlement</b>	33 days pro rata inclusive of public holidays
<b>Location</b>	Home-based with option for 1 day/week in a local work hub
<b>Responsible to</b>	SRA's National Coordinator
<b>Expected Start date</b>	October 2024 or as soon as possible

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In the run up to the 2023 Scottish Rural & Islands Parliament (SRIP), a number of organisations that support the mobilisation and participation of rural young people, including the network of [Community-Led Local Development Youth Local Action Groups \(CLLD YLAGs\)](#), the Scottish Association of Young Farmers Clubs (SAYFC), InspirAlba, Connecting Young Carers and the Young Islanders Network collaborated to deliver the first ever Scottish Rural & Islands Youth Parliament (SRIYP).

The SRIP and SRIYP are participative democratic assemblies – they are open to all, and people do not need to be elected to take part. Youth participants came together at the SRIYP from communities across Scotland and collectively identified [a set of priorities](#) which they communicated to Rural Affairs & Islands Cabinet Secretary Mairi Gougeon MSP. Funding has now been secured from the Scottish Government and Scottish Rural Network **to consolidate momentum behind a collective rural youth network in Scotland, building on learning from the Young Islanders Network, and to enable young people to progress the priorities they identified at the SRIYP.**

The word ‘consolidate’ comes from the young people themselves who were involved in the SRIYP and in shaping the funding proposal. They felt strongly that the project needs to move slowly, at their own pace. They also emphasised that the project must bring with it the organisations that will support it and contribute to it. To ensure this happens, two posts have been created, one sitting with our partners [Youth Scotland](#) (YS) and one within SRA. The postholders will collaborate closely with each other, and with wider members of the YS and SRA teams.

The Youth Scotland postholder will work with the young people themselves and will require a youth-work background. The SRA post will focus on connecting with youth organisations, especially the CLLD YLAG network. A youth-work background is not necessary, but we are looking for someone who believes strongly in youth participation and empowerment, who can build networks for people to collaborate, and who has an understanding of the policy environment in Scotland, especially as it impacts on rural and island places. Whatever the direction the project takes, you will have the support of everyone on SRA's team to help deliver, and a budget for events and activities.

This is a one-year fixed term contract funded by the Scottish Government and Scottish Rural Network. Prolongation of the contract beyond 12 months is envisaged subject to SRA obtaining the necessary funding.

## Job Description

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The purpose of the role is to continue the momentum of an emerging rural youth movement in Scotland. You will engage with organisations who support youth mobilisation and involve them in creating a rural youth action network, as well as progressing the priorities identified by delegates at the Scottish Rural & Islands Youth Parliament (SRIYP).

A focus of some of your time will be working with the network of Community-Led Local Development Youth Local Action Teams (CLLD YLAGs).

### **Main responsibilities are:**

1. To add capacity to the emerging CLLD YLAG network where helpful, for example supporting YLAG Coordinators to plan events or share practice.
2. Building on the above, to foster positive relationships with the range of organisations involved in, or interested in, supporting rural youth mobilisation and participation, including the organisations who partnered to deliver the inaugural SRIYP.
3. To help establish mechanisms for ongoing collaboration and collective advocacy between these organisations, for example through regular and informal drop in meetings, or through tailored joint working arrangement on specific projects.
4. To develop and maintain in-depth knowledge on some of the key policy areas impacting on young people living in rural and island places, and to share your knowledge through accessible briefings and communications.
5. To work closely with Youth Scotland to plan and deliver events and activities, including residential, which will bring young people involved in this project together with organisations to progress the proposed rural youth network, and the priorities identified by young people at the SRIYP.
6. To contribute proactively to SRA's external communications, media engagement and to the inclusive delivery of our platforms, in particular the Scottish Rural & Islands Youth Parliament and European Rural Youth Parliament as appropriate.
7. To work with SRA's National Coordinator and our Marketing and Communications Lead to develop methods for evaluating your work and reporting to funders, including the Scottish Government.

The post is subject to receipt of two satisfactory references, a Disclosure Scotland check and right to work in the UK. The post-holder should have the ability to travel throughout Scotland. This includes access to a car or other appropriate means of travel. Travel and other expenses will be reimbursed in accordance with SRA's policy.

## What we are looking for - attributes and experience

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### Personal Attributes

- Lived experience of rural and/or island life;
- An understanding and commitment to equality and diversity, and a passion for enabling the participation of young people;
- Strong communication skills to correspond effectively with a range of stakeholders
- Ability to work under pressure in a fast-changing situation where flexibility is required;

### Experience – essential for the role

- Knowledge of the youth sector in Scotland and of organisations involved in supporting young people to mobilise and participate;
- Knowledge of the Scottish or UK political context and how to influence change, including engaging with parliamentarians and other decision makers;
- Experience in building and supporting networks of people and/or organisations with shared interests;
- Experience of facilitating groupwork and participation activities and evaluating their impact.
- Experience in managing and delivering events
- Working knowledge of social media platforms

### Experience – helpful to the role

- Experience of designing research activities (e.g. surveys, focus group consultations) and analysing data arising from these.
- Experience of developing co-designed campaigns using a variety of creative and digital tools

We will assess your application (CV & cover letter) for evidence of the above attributes and experience before shortlisting for interview. Studies show that women, Black, Asian and Minority Ethnic people, LGBTQ+ people, and people living with a disability are less likely to apply for a job unless they meet all the criteria. So, if you're excited about this role but you feel your experience doesn't align perfectly with the bullet points above, we'd love you to apply anyway. You might be the perfect person for this role.

## How to apply for this post

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Opening Date	Monday, 12 August 2024
Closing Date	Midnight, Sunday 01 September 2024
Interview	Week beginning 09 September online

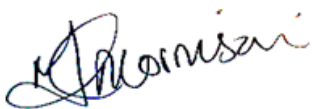
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After reviewing this information, if you have any questions about the role or would like to discuss it further, please contact our National Coordinator, Artemis Pana by emailing [artemis@sra.scot](mailto:artemis@sra.scot) or telephoning 0773 059 6842. Any such contact will be treated anonymously and will not impact your application.

If you would like to apply for this post, please return your CV and a covering letter explaining how you meet “What we are looking for” (page 5 of this document) by midnight on Sunday 01 September to the Chair of SRA’s Board of Directors via [info@sra.scot](mailto:info@sra.scot).

We will aim to contact you by Thursday, 05 September to let you know the outcome of your application.

Thank you for your interest in working with Scottish Rural Action.



Theona Morrison  
Chair of the Board of Scottish Rural Action