



## *Article 12 in Scotland*



### **FREELANCE PARTICIPATION WORKER: HUMAN RIGHTS AND EQUALITY** **[3 days per week equivalent]**

#### **About *Article 12 in Scotland***

*Article 12 in Scotland* believes that governments, professionals, and the wider community all have a role to play in building an environment that respects, values and validates the contributions of young people.

We work to achieve this by supporting some of the most marginalised young people in Scotland such as: young Gypsy/Travellers, care experienced young people, young people with disabilities and young people experiencing mental ill-health, to have their voice heard at all levels of society.

#### **Terms**

Duration: August 2017 – March 2020.

Fees: the fees are equivalent to £18,000 per annum. Fees are payable in regular installments on receipt of an invoice.

All *Article 12 in Scotland* workers are registered as self-employed and are expected to deal with their own Tax and National Insurance matters. You will be expected to register as self-employed with HM Revenues and Customs and to provide a Unique Tax Reference [UTR] number for our records.

#### **Location**

Due to the nature of the organisation, all *Article 12 in Scotland* workers are based at home, although access to our office in Stirling is available if and when required. To complete your tasks you will require a PC/laptop and Internet connection. *Article 12 in Scotland* works with young people, communities and organisations across Scotland – our work is often delivered in remote areas. Occasionally you may be required to take part in residential training, usually at weekends. You will be required to travel to these locations, which when possible should be by public transport, and you will receive expenses to cover any reasonable travel costs incurred. Please be aware that some unsociable working hours are to be expected; there is no unsociable or residential working allowance available.

## **Application**

Please send your CV listing all **relevant** professional skills and/or work experience, a personal statement [minimum 1, maximum 3 A4 pages] outlining why you are interested in this post and the name and contact details of three referees, one of which should be your current or most recent employer. **Application via email is preferred**; postal applications are also accepted.

## **Deadline**

Applications are to be submitted by **12 noon, Monday 3<sup>rd</sup> July**. Interviews will be held in Edinburgh on **Wednesday 19<sup>th</sup> July**. We will acknowledge receipt of your application, however, only those selected for interview will be further contacted.

## **Contact**

Please send your application to:

[work@article12.org](mailto:work@article12.org)

Or

Lynne Tammi  
National Co-ordinator  
*Article 12 in Scotland*  
Burnbank  
Ogilvie Terrace  
Ferryden  
Montrose  
DD10 9RG

## **Job Description**

**Job Title:** FREELANCE PARTICIPATION WORKER: HUMAN RIGHTS AND EQUALITY

### **Job Purpose Statement**

To support marginalised young people to have their voice heard, and given due weight and attention, at local, national and international level. The role has three key strands:

#### **1. The *United Nations Convention on the Rights of the Child [UNCRC]* Reporting Processes: monitoring and evaluating the concluding observations**

Utilising a variety of participatory tools and techniques, and working in collaboration with young people, other *Article 12 in Scotland* staff and staff from our partner organisations, the post holder will gather and present data reflective of the views of young people in relation to the most recent *UNCRC Concluding Observations*. Further information on the *UNCRC* Reporting Process, the *Concluding Observations* and *Article 12 in Scotland's* involvement therein can be found on our website: [www.article12.org](http://www.article12.org)

#### **2. Training**

The post holder will assist in the design and co-delivery of participatory training [specific to the *UNCRC* and the *Concluding Observations*] which empowers young people to monitor and evaluate governments' progress on delivering to the recommendations of the *Concluding Observations* and to multiply the recommendations amongst their wider peer group and key decision makers. This strand will also involve supporting young people in the delivery of 'awareness raising workshops' in schools and other venues/events, when requested.

#### **3. Mentoring**

Supporting the learning and development of the young person/s engaged in *Article 12 in Scotland's* Community Development Traineeship. This will include assisting them to identify their learning needs and develop a practice learning plan.

PERSON SPECIFICATION			
Criteria	Essential	Desirable	How Assessed
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to work in a participative way with young people from all backgrounds;</li> <li>• Ability to gather and analyse complex data;</li> <li>• Strong networking and relationship building skills;</li> <li>• Computer literacy;</li> <li>• Full clean UK driving license.</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteer management skills.</li> </ul>	<ul style="list-style-type: none"> <li>• CV/Statement,</li> <li>• Interview.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of current Human Rights and Equalities policy at national and international level;</li> <li>• Understanding of the principle of <b>free participation</b>;</li> <li>• Understanding of the principles of Peer Education/Mentoring.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the <i>UNCRC</i> Reporting Process.</li> </ul>	<ul style="list-style-type: none"> <li>• CV/Statement,</li> <li>• Interview.</li> </ul>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Good general education and, substantial, relevant experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Recognised, relevant professional qualification [e.g. Human Rights Law; Community Learning and Development; Mentoring; Mediation].</li> </ul>	<ul style="list-style-type: none"> <li>• CV/Statement,</li> <li>• Interview.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Considerable experience of working with marginalised young people;</li> <li>• Experience of designing, delivering and evaluating training programmes;</li> <li>• Experience of report writing and presentation of results in an accessible manner.</li> </ul>	Supporting and/or mentoring students, trainees, volunteers.	<ul style="list-style-type: none"> <li>• CV/Statement,</li> <li>• Interview.</li> </ul>