



Senior Community Organiser

Key information

- **Role:** Senior Community Organiser
- **Reporting to:** Partnership and Events Lead
- **Location:** Hybrid with some travel across Scotland and the UK. Our co-working spaces are in Edinburgh and Glasgow.
- **Working pattern:** Part-time, 21 hours per week. Evening and weekend work is sometimes required.
- **Salary:** £30,000 – £33,750 pro-rata. The successful candidate will start at £30,000 pro-rata.
- **Contract:** Fixed term until 31st October 2028.

Purpose

The Young Women's Movement is Scotland's national organisation for young women and girls' leadership and rights: working collectively, leading meaningful change and creating a more equal society. Young women are at the heart of everything we do. Our movement is informed, shaped and led by and for young women. For 100 years, we have been a collective force that has, and will continue to, change things for the better for all young women across Scotland.

We work directly with young women and girls to equip them to lead change on issues that matter to them and create safe spaces where they can gain confidence, knowledge and skills. We support young women to amplify their voices in their communities and in decision-making spaces.

The Senior Community Organiser will play a pivotal role in building the collective power, leadership and organising capacity of young women across Scotland. Through the delivery of the Power in Balance programme and other movement building initiatives, the postholder will support young women to organise, campaign and take action on issues that matter to them.

Working at the intersection of youth work, community organising and partnership development, the postholder will build relationships with young women, local organisations and national partners to strengthen Scotland's Young Women's



Movement. They will create opportunities for young women to develop leadership skills, take collective action and influence lasting change in their communities and beyond.

This is a senior coordinator role requiring initiative, professional judgement and accountability. The postholder will work independently to develop and deliver activity, develop and maintain partnerships and represent The Young Women's Movement with credibility, professionalism and integrity at local, national and UK-wide levels.

This is a new role in our organisational structure and comes at a time when we are underdoing the development of a new strategic plan. If you are a self-starter who is motivated by change and excited by the challenge of a new and developing piece of work, we would love to hear from you.

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.
- Is 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.

Why you should want to work with us:

- We operate a 4-day working week which means full time is 28 hours.
- We are supportive of flexible working arrangements in addition to the 4-day week.
- Our annual leave entitlement is 28.5 days a year, including 6 public holidays (pro-rata).
- We offer an additional day of leave to celebrate your birthday.
- The organisation closes between Christmas and New Year, with no impact on your annual leave entitlement.
- We offer access to counselling and other health and wellbeing support through our EAP provider YuLife.



- We are committed to supporting staff development through training and coaching opportunities.
- We offer a range of enhanced feminist policies, including fertility, maternity and menopause support.
- We are a supportive, collaborative and feminist team and board.

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 qualification¹. 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.

Recruitment process

The deadline for applications is **9am on Tuesday 29th September**.

Interviews will take place either in-person or online **on or around Wednesday 14th October**. Due to staff capacity and recruitment timescales the interview dates are fixed, and it is unlikely that we will be able to accommodate requests for alternative interview dates.

If your application is successful in progressing to the interview stages, we will inform you no later than **Thursday 8th October**.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please email recruitment@youngwomenscot.org and we will be happy to discuss.



¹ [Why Women Don't Apply for Jobs Unless They're 100% Qualified](#)