



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.

Key Responsibilities

Community Organising and Movement Building

- Coordinate the development and delivery of youth organising and movement building initiatives that strengthen young women's collective power, leadership and influence across Scotland.
- Recruit, engage and support young women and girls to participate in The Young Women's Movement and wider organising activity.
- Design and facilitate workshops, training, organising activities and learning opportunities that build young women's leadership, organising and changemaking skills, applying youth work, safeguarding and wellbeing principles.
- Coordinate the participation of young women in national events, leadership opportunities and residential experiences.
- Develop meaningful pathways that enable young women to progress from initial engagement to long-term leadership and organising roles within The Young Women's Movement and their communities.
- Support young women to identify issues affecting their lives, build organising skills, take collective action and lead change in their communities.
- Build, coordinate and nurture communities, networks and participation structures involving young women, volunteers, ambassadors, partners and community organisations.
- Work collaboratively across the organisation to identify opportunities to mobilise young women around issues affecting their lives and support youth-led collective action.

- Contribute to the development of The Young Women's Movement's movement-building strategy and identify opportunities to embed community organising approaches across the organisation's work.
- Support the growth of grassroots networks, partnerships and organising infrastructure that strengthen Scotland's girls' and young women's sector.

Campaigns

- Support young women to design and deliver local organising initiatives and campaigns that influence change.
- Support our Community and Campaigns Coordinator to facilitate campaign design sessions with young women and girls.
- Work alongside the Community and Campaigns Coordinator to create opportunities for young women to lead digital storytelling, campaigning and movement-building activity.
- Co-produce content with young women for key project milestones.
- Use paid promotion and advertising tools where appropriate to support local campaign objectives.

Partnership & Coalition Work

- Act as The Young Women's Movement's key contact within the Power in Balance partnership, coordinating activity and maintaining effective day-to-day relationships with delivery partners across the UK.
- Build and maintain strong, productive relationships with partner organisations, community groups, stakeholders and movement partners across Scotland and beyond.
- Participate in partnership meetings, communities of practice, learning sessions and other collaborative forums to contribute to programme delivery and shared learning.
- Represent The Young Women's Movement in partnerships, coalitions, sector networks and external events, acting as a credible and professional ambassador for the organisation.
- Support the development of a stronger ecosystem of organisations working with and for young women, identifying opportunities for collaboration and collective impact.
- Contribute to collaborative approaches that strengthen the wider girls' and young women's sector and advance shared goals.

Monitoring, Learning and Evaluation

- Ensure all delivery is of a high standard and achieves agreed outcomes and milestones.
- Collect and analyse monitoring, evaluation and learning data across projects, initiatives and campaigns.
- Capture evidence, learning and impact from young women participants and partners.
- Produce high-quality reports and updates for internal and external stakeholders.
- Ensure programme delivery aligns with organisational values, safeguarding requirements and funding commitments.
- Update the CRM records with insights and audience data
- Contribute to organisational learning around movement building, community organising and youth leadership.

General duties

- Supervise freelancers and sessional staff as required
- Work collaboratively across the organisation, and where appropriate support colleagues in other teams to collectively deliver the realisation of our strategic vision.
- Provide support to The Young Women's Movement team at organisational events where appropriate.
- Work within agreed budgets and resource allocations.
- Comply with organisational policies and procedures, including Health and Safety, Safeguarding, Equality and Diversity and Data Protection.

Other

- Evening and weekend work as required.
- Regular travel across Scotland and occasional travel across the UK.
- Undertake any other reasonable duties that may arise.

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.

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.

Let's talk about you. You will already have or be working towards:

Knowledge and understanding

- Strong understanding of community organising and/or youth organising approaches.
- Understanding of youth work, youth participation, co-design and/or leadership development.
- Understanding of movement building and how collective action creates social change.
- Understanding of intersectional feminist approaches and issues affecting young women in Scotland.
- Knowledge of safeguarding, wellbeing and trauma-informed approaches when working with young people.
- Understanding of partnership and coalition working across diverse stakeholders.
- Understanding of monitoring, evaluation and learning approaches.

Experience

- Significant experience delivering youth work, organising, participation and/or leadership programmes.
- Experience building and sustaining communities, networks, movements or campaigns.
- Experience supporting young people to develop confidence, leadership and influence.
- Experience designing and facilitating workshops, training and group learning experiences.
- Experience coordinating complex projects involving multiple stakeholders or partners.
- Experience working independently and managing competing priorities.
- Experience building positive and productive relationships whilst navigating differing contexts and perspectives.
- Experience monitoring activity, evaluating impact and reporting outcomes.

- Desirable: Experience working within UK-wide partnerships or coalitions.

Skills and competences

- Exceptional relationship-building skills and the ability to develop positive and respectful relationships with young women, partners and stakeholders.
- Strong facilitation skills and the confidence to engage a wide range of audiences.
- Ability to motivate and mobilise people around shared goals and collective action.
- Strong organisational skills with the ability to manage multiple priorities and maintain momentum.
- Excellent communication skills, both written and verbal.
- Ability to work independently, take initiative and exercise sound professional judgement.
- Ability to navigate complexity, ambiguity and change while remaining focused on outcomes.
- Ability to represent The Young Women's Movement professionally and credibly in a range of settings.
- Competent using a range of digital tools and platforms for communication, collaboration and project management.

Other

- Commitment to personal development, reflective practice, and continuous learning.
- Flexible and adaptable approach, with willingness to travel across Scotland and the UK when necessary.
- Commitment to the values and mission of the Young Women's Movement, with a flexible, proactive and collaborative approach.
- Desirable: Full clean driving license

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.

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.

