



the
**POVERTY
ALLIANCE**

WORKING TOGETHER TO COMBAT POVERTY

Floor 3, 94 Hope Street
Glasgow
G2 6PH
0141 353 0440

Post	Development Officer (Taking Action on Rural Poverty) Based around Argyll and Bute (DOAB23)
Salary	£33,409 per annum + 6% pension contribution [pro rata]
Duration	3 Year fixed term contract
Hours	21 hours per week, with flexible work pattern
Location	Around Argyll and Bute, initially home working. Travel is expected where required to meet project delivery.
Line Manager	Communities and Networks Manager

JOB PURPOSE

To lead on local delivery of Taking Action on Rural Poverty - developing new ways of addressing rural poverty in Scotland by reducing the rural poverty premium. This will involve;

Network building including providing support, capacity building and network development to public, business, community and voluntary organisations;

Supporting people with experience of poverty to collaborate as equals in key aspects of the project;

Enhancing participation processes in rural areas to support people with experience of poverty and trauma to contribute to local decision making; and

Supporting evidenced based advocacy work on rural poverty in across Argyll and Bute, spreading learning across Scotland.

JOB BACKGROUND

The Poverty Alliance is the national anti-poverty network in Scotland, with membership including representatives from the community and voluntary sectors, trade unions, faith groups, statutory bodies and others across civil society. Our members and funders financially support us to carry out our work.

Established in 1992, the Poverty Alliance has a long track record in working with people and communities to take action to address poverty. We have sought to put participation, of both people experiencing poverty and organisations in our network, at the heart of our work.

With funding from the Robertson Trust, Taking Action on Rural Poverty will develop solutions to the rural poverty premium, better connect groups and organisations operating in rural parts of Scotland and develop more effective participation structures informed by the needs and aspirations of people living in poverty.

The project has three core objectives:

1. Support people with direct experience of poverty and trauma, community and voluntary organisations, the private sector and public bodies to collaborate to address the poverty premium;
2. Support enhanced participation processes to enable people with experience of poverty and trauma to contribute to local decision making;
3. Strengthen evidenced based advocacy work on rural poverty by civil society organisations in Argyll and Bute and Aberdeenshire, with lessons applicable across rural Scotland and in national policy.

By the end of the project we will aim to have developed two practical local measures that will address the poverty premium through 'test and learn innovations'. These will develop from the collaborative activities at the heart of the project, with input from subject experts.

The Development Officer will be responsible for engaging a range of stakeholders from civil society, the public sector and business in the project and supporting their development and capacity building needs. The role will also provide support to people with direct experience of poverty who are engaged in the work. Support would include developing training materials, workshop programmes, and other awareness raising materials on aspects of the rural poverty premium. They will maintain relationships with organisations throughout the project, identifying ongoing learning and development opportunities. They will work closely with research and policy colleagues in the project team to contribute to the wider impact of the project across Scotland.

The post will require someone who has experience of engaging with and supporting networks of organisations and people. This experience may have been gained through campaigning, community development or partnership working. They must have a strong understanding of rural poverty and ability to communicate this in an accessible way related to lived experience as well as being skilled in facilitation and group work.

JOB DESCRIPTION

- 1. Developing and delivering a programme of network building, engagement and training, including:**
 - 1.1. design and development of network building activities
 - 1.2. Developing and delivering a programme of training and capacity building.
 - 1.3. Providing ongoing support.

- 2. Animating local anti-poverty actions amongst partner organisations, including**
 - 2.1 Provision of capacity building support on issues of poverty and trauma to community and voluntary organisations and people with experience of poverty.
 - 2.2 Developing collaborative approaches to understand the rural poverty premium
 - 2.3 Development of test and learn pilots uncovering and supporting practical local measures to help address the rural poverty premium.

- 3. Working with people experiencing poverty**
 - 3.1 Recruiting project participants and supporting their meaningful involvement;
 - 3.2 Supporting opportunities for people to collaborate with other project stakeholders in developing solutions to the poverty premium;
 - 3.3 Providing practical support to people with experience of poverty to be engaged through the development of appropriate processes and systems.

- 4. Shared Learning**
 - 4.1 Identifying key learning outcomes with project participants;
 - 4.2 Working with research and policy colleagues to develop and implement a shared learning framework.
 - 4.3 Ensuring that relevant monitoring and learning evidence is consistently gathered as part of the project activity;
 - 4.4 Drafting to progress reports and key updates to funders

- 5. General**

5.1 Ensuring compliance with the Poverty Alliance governance procedures, our values, policies and guidelines.

5.2 Contributing to a positive working environment in which equality and diversity are valued and staff are enabled to do their best.

5.3 Carrying out other tasks and duties as required.

PERSON SPECIFICATION

Essential Experience

- Extensive experience of working with grassroots community organisations and public bodies in rural Scotland, including Argyll and Bute.
- Experience of network building to achieve social change.
- Experience of working alongside people with experience of poverty or trauma.
- Experience of facilitating groups in community development and similar contexts.
- Experience of working autonomously to deliver objectives.

Essential Knowledge, skills and attributes

- Strong facilitation skills and understanding of community development approaches.
- Experience of developing relationships and networks.
- Knowledge of issues relating to rural poverty in Argyll and Bute.
- Excellent understanding of the range and diversity of Scottish civil society, in particular of organisations working in rural Scotland.
- Excellent written and verbal communication skills, with the ability to communicate effectively to a wide range of audiences including an ability to communicate this in clear language.
- Ability to demonstrate a high degree of flexibility to enable the identification, response and resolution of challenges as they arise.
- Excellent organising and prioritisation skills, and the ability to work flexibly to accommodate a demanding workload.
- Demonstrable commitment to inclusive working, ensuring equality.
- Excellent interpersonal skills, able to influence a range of stakeholders.
- IT skills, in particular MS Teams, SharePoint, Zoom.

Desirable Criteria

- Higher education qualification
- Good understanding of anti-poverty and social justice policy in Scotland