



## **Job Title: Engagement Lead (Part-Time, 2 days / 14hrs per week)**

**Location:** Scotland (Remote with some travel required)

**Salary:** £37,800 FTE

**Contract Type:** Fixed-term (3 years, aligned with project duration)

**Reports to:** Project Lead at SCCAN

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## **About the Project:**

This national initiative is a collaborative effort between SCCAN and SCDC (Scottish Communities Development Centre) aiming to support and embed climate action that also addresses health inequalities across Scotland's communities. The project works with local partners to build resilience, increase capacity, and support inclusive participation through engagement, training, resource development, and a Climate Hackathon Roadshow.

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## **Role Summary:**

The Engagement Lead will be a central figure in building and sustaining relationships across diverse communities and stakeholder groups. They will support the co-design and delivery of community engagement processes, ensure that local voices are at the heart of project activities, and help embed inclusive, equitable approaches in all phases of the project.

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## **Key Responsibilities:**

*Please note: Responsibilities will vary throughout the lifetime of the three-year project, aligning with different project phases and needs.*

- **Community Engagement Strategy:** Lead the development and implementation of engagement approaches that reflect local needs, priorities, and capacities.
- **Stakeholder Mapping & Relationship Building:** Facilitate outreach and partnerships with local authorities, community organisations, and regional networks.



- **Site Coordination:** Support identification and onboarding of pilot sites, co-develop engagement plans with local leads, and ensure responsive, relationship-based support.
  - **Capacity Building:** Collaborate with partners to identify and support local champions, deliver training and mentoring, and help communities build confidence in addressing climate and health challenges.
  - **Inclusive Participation:** Ensure underrepresented groups are supported to engage meaningfully through inclusive design, barrier reduction, and culturally relevant practices.
  - **Learning & Reflection:** Coordinate reflective learning activities at site and regional levels to ensure feedback loops and community-led evaluation.
  - **Contribution to M&E:** Ensure engagement activity is documented and contributes to monitoring, evaluation, and reporting processes.
  - **Collaboration:** Work closely with Comms, Admin, Events, Storytelling and Senior Management functions to ensure integrated delivery.
  - Any other responsibilities deemed applicable during the lifetime of the project.
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### **Essential Skills and Experience:**

- Proven experience in community engagement and development, especially with communities experiencing health inequalities or climate vulnerabilities.
- Strong facilitation and relationship-building skills across diverse stakeholder groups.
- Experience working in or alongside the voluntary/community sector and local government.
- Knowledge of inclusive engagement practices and reducing participation barriers.
- Familiarity with participatory planning and evaluation methods.
- Commitment to values of equity, co-production, and community empowerment.



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**Desirable:**

- Understanding of climate adaptation, health inequalities, and/or public health frameworks.
- Experience delivering training or capacity-building programmes.
- Understanding of national community engagement standards or frameworks (e.g., VOiCE, LEAP).
- Awareness of the practices and structure of a sociocratic organisation.

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**Time Commitment:**

2 days per week. Flexibility required to occasionally attend in-person events or meetings, including some travel across Scotland.

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**To Apply:**

Please submit your CV and a cover letter outlining your suitability for the role to [craig@sccan.scot](mailto:craig@sccan.scot).

If you have any questions then please email them to the same address.

Closing Date for applications is 31st May 2025.