



Job Role: Community Engagement Team Member

(Part-Time, 4 days / 28 hrs per week)

Location: Scotland (Remote with some travel required)

Salary: £37,800 FTE (£ 30,240 PTE)

Contract Type: Fixed-term (Until end May 2028) aligned with project duration

Reports to: Project Lead at SCCAN

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.

Role Summary:

The community engagement work for this project is focussed on building and sustaining relationships across diverse communities and stakeholder groups. The role is to contribute to the 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.

We encourage applications from individuals of all backgrounds, including people of colour, women, LGBTQ+ individuals, and people with disabilities. We are committed to creating an inclusive environment where diverse perspectives are valued and all employees have the opportunity to thrive. We recognise that a range of experiences are valuable and that academic routes are not the only way to gain knowledge and expertise.

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:** the development and implementation of engagement approaches that reflect local needs, priorities, and capacities.
 - **Site Coordination:** Work with the team on the 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.
 - **Stakeholder Mapping & Relationship Building:** Facilitate outreach and partnerships with local authorities, community organisations, and regional networks.
 - **Inclusive Participation:** Ensure underrepresented groups are supported to engage meaningfully through inclusive design, barrier reduction, and culturally relevant practices.
 - **Learning & Reflection:** Contribute to 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 as a team, 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 with time limited projects and awareness of joint venture commitments.
- 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.

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.
- Experience of working with local government

Time Commitment:

4 days per week (28 hours). Flexibility required to occasionally attend in-person events or meetings, including some travel across Scotland.

To Apply:

Please submit your CV and a cover letter outlining your suitability for the role to

operations@sccan.scot and title your email **Community Engagement Team Member**.

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

Closing Date for applications is **24th September 2026**