



Project Worker: UNCRC Implementation, Children's Voices

JOB DESCRIPTION

We are seeking to recruit an enthusiastic, creative, and dynamic Project Worker who loves working with children and wants to be part of an organisation committed to the realisation of children's human rights.

The Project Worker will be responsible for the development, delivery and reporting on a range of projects which fall within the Children's Voices strand of Children's Parliament's work. This strand of work is rooted in our practice with children and focuses on short to medium term consultations; demonstration and investigative projects; and supporting child human rights defenders.

The post holder will be able to take up their role quickly and effectively and make an immediate contribution to the organisation.

Passionate about children, an excellent communicator and highly organised, the post holders will contribute to our work to support the implementation of the United Nations Convention on the Rights of the Child (UNCRC) and deliver human rights for children.

- Hours:** 35 hours per week
Salary: £26,498
Location: This is a Scotland wide post with an administrative/office base at the Children's Parliament HQ in Edinburgh (Summerhall, Edinburgh EH9 1PL.). All staff are currently home-working. The location for this post is flexible but regular attendance at Children's Parliament HQ is required.
Duration: This post is funded for 3 years.
Reports to: Programme Manager: UNCRC Implementation/Children's Voices

Children's Parliament seeks to maintain a generous approach to our work and puts kindness, trust, empathy and respect at the heart of our work, internally and externally.

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OVERVIEW OF ROLE

2021 is an important year for Children's Parliament as we celebrate our 25th birthday and the Year of Childhood. It is also expected that in this year, Scottish Parliament will incorporate the UNCRC into Scots Law, something that Children's Parliament has been supporting and working towards for many years.

A key strand of our work in the coming years concerns support for UNCRC implementation across public authorities who will soon have new Duties due to children's human rights being enshrined in law. While our team works flexibly and across areas, the Project Worker (UNCRC Implementation/Children's Voices) will focus primarily on:

- **Seeking** and **delivering** commissioned consultations with children for Scottish Government, other public bodies and third sector organisations where children's lived experiences can play a vital role in making Scotland a better place.
- **Demonstrating** through direct programmes of work, how a children's human rights approach supports partners to effect sustainable change at home, in school and in the community.
- **Supporting** experienced Members of Children's Parliament to be **child human rights defenders** to influence Scotland's social, cultural and political landscape.

Recent examples of work within the Children's Voices Team includes:

- Children and the coronavirus: <https://www.childrensparliament.org.uk/our-work/children-and-coronavirus/>
- Cabinet takeover 2021: <https://www.childrensparliament.org.uk/our-work/cabinettakeover-2021/>
- Children's Parliament Investigates Climate Change for the Climate Assembly: <https://www.childrensparliament.org.uk/climate-change-for-the-climate-assembly/>

KEY AREAS OF RESPONSIBILITY

- To support the delivery of a strategic portfolio of work, rooted in practice with children, which embed the views, experiences and ideas of children into decision making in policy, practice and legislation, supporting the implementation of the UNCRC.
- To develop positive and effective relationships with children, colleagues and partners in all aspects of their practice.
- To record, analyse and report on data and materials which have been gained through creative processes with children (written, artwork and spoken).
- To undertake the administrative and logistical organisation of projects including consent, materials, transport, and liaison with schools, families and partner organisations.
- To deliver projects and consultations within agreed time frames and budget.
- To work with their team to ensure effective monitoring and evaluation systems are in place and used for reflection and reporting.
- To ensure a close liaison with their Programme Manager (Implementation/Children's Voices) keeping them abreast of delivery, developments and challenges in their work.
- To contribute to the wider work and goals of the organisation.

The above list of duties is not exhaustive.

PERSON SPECIFICATION

Qualifications	<ul style="list-style-type: none"> • Educated to degree level in a relevant field, or equivalent experience.
Experience	<ul style="list-style-type: none"> • Experience in rights-based practice • Experience of work with early years and/or primary school age children • Working alongside children as equals, respecting their rights and views, and encouraging their meaningful participation • Working alongside a range of professional colleagues, raising awareness of children’s human rights, influencing practice • Recording and analysing data and reporting • Monitoring and evaluation approaches to evidence impact • Building relationships and representing the organisation in day-to-day, community and professional relationships • Experience in using social media in a professional context.
Knowledge + Understanding	<ul style="list-style-type: none"> • The United Nations Convention on the Rights of the Child • The range of public authorities with duties under new legislation regarding the UNCRC.
Skills + Abilities	<ul style="list-style-type: none"> • Confidence to work on one’s own in a professional setting • Imagination and creativity when developing approaches to work with children • Facilitating work with groups of children • To support the delivery of training/workshops with adults • Clear and confident communicator, both written and verbal, with experience of engaging with a range of professionals • Flexibility and an ability to produce high-quality work at short notice • Ability to prioritise and complete tasks in a timely fashion • Excellent time and organisational skills • Effective use of IT
Other	<ul style="list-style-type: none"> • Passionate about children’s human rights • Work within the values of Children’s Parliament • Full driving licence

SUMMARY TERMS AND CONDITIONS OF EMPLOYMENT

Working week:	35 hours per week. Occasional irregular hours or overnight stays may be required.
Duration:	3 years
Annual leave:	30 days + 10 days public holiday per year
Place of work:	Flexible. The Children's Parliament HQ is at Summerhall, Summerhall Place, Edinburgh. While all staff are currently home-working we expect a partial return to the base around the commencement of this post.
Travel requirements:	Travel to project location and occasionally to other Children's Parliament programme locations.
Pension:	A contributory pension scheme is in place.
Probation period:	3 months
Sick pay:	1 month full pay and 1 month half pay within any 12-month period.

Children's Parliament is an equal opportunities employer. All applicants are treated equally and fairly throughout the recruitment and selection process.

About Children's Parliament:

Children's Parliament is Scotland's Centre of Excellence for children's human rights. Our dream is that children grow up in a world of love, happiness and understanding. Our mission is to inspire greater awareness and understanding of the power of children's human rights and to support implementation of the United Nations Convention on the Rights of the Child (UNCRC) across Scotland.

We work across the domains of home, school and community. Our purpose is to promote understanding of, and commitment to, implementation of the rights of the child. We do this by helping children and adults to learn that rights-based relationships are built on the core idea of human dignity alongside empathy, kindness and trust.

We emphasise that the needs and rights of children are distinct from young people or adults and we remind every individual citizen and public body that children's rights are human rights.

Children's Parliament is part of a wider network of organisations providing for the fulfilment of children's human rights. We aim to seek, build and maintain relevant partnerships in order to achieve our shared goal of improving outcomes for Scotland's children.

We have the following four goals:

1. **Drive place-based change:** We will work with partners in communities to demonstrate a children's human rights approach, supporting partners to effect sustainable change through embedding the UNCRC.
2. **Help shape the future of Scotland:** We will support children to influence national legislation, policy and practice.
3. **Grow public awareness:** We will drive cultural and behavioural change to create a nation that values children and delivers their human rights.
4. **Strengthen our organisation:** We will continue to develop an effective and efficient operating structure in order to deliver our goals.

We will deliver our goals in a manner which embodies our organisational values, which are:

- **Unfeart** – because we speak truth to power and we are prepared to be different.
- **Creative** – because we will find the path we need to make rights real.
- **Kind** – because it allows us to connect and understand the world through others' experiences.
- **Fair** – because we recognise that equity requires each child to have what they need and that this will be different for every child.

For more information about Children's Parliament: www.childrensparliament.org.uk

