

# ALL IN FOR CHANGE

PEOPLE FIRST



AT HOME



NO WRONG DOOR



GOOD VIBES

a recruitment pack to  
**End Homelessness Together**

# DO YOU WANT TO JOIN US TO LEAD CHANGE?

## CHANGE LEAD

All in for Change is an inclusive programme bringing people together to help end homelessness in Scotland. It is driven by a Change Team of people from across the country.

The Change Team are experts in what homelessness looks like on the ground, bringing together diverse knowledge from people with lived experience of homelessness and those who work in a frontline support or advice role.

**We are looking to expand and we're inviting around 15 Change Leads to join us. Please see the following pages for more information about the Change Team and get in touch if you have any questions.**

## OPPORTUNITIES AVAILABLE

There are four types of opportunities:

### a. **Change Lead with current or recent experience of homelessness.**

You will become an Associate of Homeless Network Scotland, who will link with you and reimburse your time at the Real Living Wage rate of £9.50 per hour. Around 2 hours every week (maximum eight hours per month) involvement is invited. We will also provide your travel expenses along with lunch and refreshments, when we are able to gather together again.

### b. **Change Lead who currently works in a frontline advice or support role**

We'd love to hear from you. We'll need your organisation to sponsor your time and travel expenses and approve your involvement of around eight hours per month. We will provide lunch and refreshments when we are able to gather together again.

### c. **Change Lead who currently works in a frontline advice or support role, who \*also\* has experience of homelessness.**

Some Change Leads currently work in the sector and also have experience of homelessness. We really value this insight. We'll need your organisation to sponsor your time and travel expenses and approve your involvement of around eight hours per month. We will provide lunch and refreshments when we are able to gather together again.

### d. **Full-time secondment to the Scottish Government (37 hours).**

The Scottish Government is offering an exciting opportunity for one person with current or previous experience of homelessness to join the Homelessness Unit on secondment for up to two years. The post is called a 'Policy Officer' and is a full time position.

## What is a secondment?

A secondment is a temporary transfer to another role away from your primary job. It allows you to get first-hand experience of working for Scottish Government, and there are benefits for your organisation too.

The secondment will be from your current organisation to Scottish Government, and at the same rate of pay with the same terms and conditions. You will need permission from your organisation to apply for the secondment opportunity and to link with Scottish Government if you are offered the role.

**OR** if you don't have an organisation to second you, don't let that put you off applying! If you are successful, you will be employed by Homeless Network Scotland and seconded to the Scottish Government full-time. This is a paid role for a 37-hour working week.

**All the details to apply for the Scottish Government full-time secondment are online here <https://homelessnetwork.scot/aifc-recruitment>**

**Please note** that although we encourage you to apply for any of these roles, it will not be possible for you to commit time to the Change Team as well as the Scottish Government position.

Read on for details on how to also apply to be a Change Lead.

## WHAT DO WE DO?

Change means putting People First, being At Home, with No Wrong Door and promoting Good Vibes. These are our New Directions that guide us in helping to end homelessness.

### **We listen, explain, connect, persuade, guide, encourage, understand, reality-check, design.**

- We meet every month (on zoom at the moment) to share ideas and swap notes on what is happening in our networks.
- We shape our own work and priorities.
- We consult on and contribute to high level decision making.
- We sit on many groups and collectives helping to inform policy.
- We present at webinars, conferences and events.
- We are leading our own national consultation.

The Change Team mean business: we are represented on Scottish Government's Homelessness Prevention and Strategy Group.

## WHO ARE YOU?

You will have current or recent experience of homelessness AND/OR you will work in a direct support or advice role alongside people. It is important that the Change Team is made up of diverse voices – reflecting many types of people affected by homelessness in Scotland. We are especially interested in applications from individuals from traditionally underrepresented groups. It doesn't matter which type of organisation you work alongside, or for. It could be a charity, a council, health provider or housing association. You may not be working at the moment or part of a formal group. What is much more important is:



**you're passionate about making things better**

for everyone living or working with homelessness



**you give off good vibes**

and are non-judgemental, respectful and open minded



**you've got a way with words/gift of the gab/good chat**

and don't mind an occasional challenging conversation



**you're willing to learn and listen to people**

about the Ending Homelessness Together Plan



**you have a connection**

to people and /or groups involved in homelessness



**you're not camera-shy**

This is a high-profile team of fantastic people and we will want to show you off

## WHO ARE WE?

The Change Team is supported by Homeless Network Scotland, Cyrenians and Scottish Community Development Centre. This work is funded by Scottish Government and the Frontline Network, from St Martin-in-the-Fields.

## APPLY OR GET IN TOUCH

- Apply online here at <https://allin.limequery.com/675643>
- OR you can email all the details on the next page to [changeteam@homelessnetwork.scot](mailto:changeteam@homelessnetwork.scot)
- Call us or text for a call back 07834 437 185
- Application closing date is 4pm on Sunday 20 June 2021

We will get in touch with you by **25 June 2021** to invite you to be part of the Change Team if you are successful. And we will have our first induction day on Wednesday 7 July. We have limited Change Lead roles available but we will be recruiting again. If you're not successful this time, please don't let that put you off applying to be part of the Change Team in the future.

# APPLICATION FORM

Closing date is 4pm on Sunday 20 June 2021

**Name**

**Organisation**

**Address**

**Telephone**  **Email**

We want to make sure that the Change Team represents as broad a range of people, places and service types as possible. So it would really help us if you could tell us your:

**Gender**  **Year of Birth**

## About your experience:

- I have current or recent experience of homelessness in Scotland
- I am currently a frontline worker in Scotland
- Both

## About your organisation:

- If you are a worker, please confirm that your organisation has agreed to sponsor your time and expenses to be part of the Change Team.

## Your organisation is:

- Charity sector
- Independent sector
- Public sector
- Other - please say:

**Tell us in 50 words or less why you want to be part of the Change Team – and what you would bring to the team. Thank you!**