

**We are
all
Join
our team!**

July 2023

Hello

Thank you for your interest in being an Associate of Homeless Network Scotland.

Associates are experts with a unique insight on homelessness that comes from personal experience.

We believe that learning from each other's experiences will help find better solutions to homelessness.

So, we provide a platform for Associates to connect with politicians, policy and decision makers and the diverse network of services supporting people.

We are looking for people with experience of homelessness, now or in the past. Who have a couple of hours available to join the team every week (see page **6**). Who also bring at least one skill set (see page **9**). But most importantly, an approach to their work that helps to make things better for others (see page **10**).

We hope this recruitment pack provides all the information you need to apply for this opportunity.

We look forward to hearing from you.

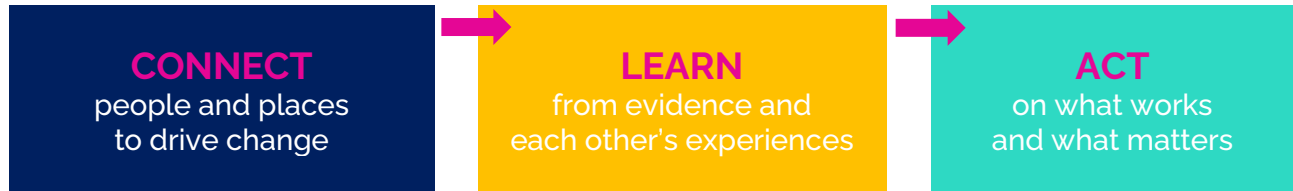
With best regards,

A handwritten signature in black ink, appearing to read 'M. Brünjes', with a stylized flourish at the end.

Maggie Brünjes
Chief Executive

About Homeless Network Scotland

We want to end homelessness in Scotland. Many others share that vision, so we create opportunities for everyone to connect, learn and act on homelessness together:



Being an Associate...

We create a platform for people whose life experiences give them insight and knowledge that is every bit as valuable to us as formal qualifications and work experience.

People who are working to solve homelessness can learn from your experiences and together we can find better solutions and highlight when things work and when they don't. The role does not depend on you needing to share your own experience (unless you want to).

We are especially interested in applications from people who can help improve our understanding of and responses to the additional inequality that people face – for example, because of your gender, or sexual orientation, age, or your race, religion or belief.

... with worker status

Associates have worker status. This means more rights and protections for you than being a volunteer or consultant – but more flexibility than being a full employee. Associates have told us that this flexibility is important to meet the demands of other parts of their life or other part-time work. The main rights workers are entitled to are:

- Payment of the national minimum wage or above.
- Paid holidays.
- Rest breaks.
- Protection against unlawful discrimination.
- Protection for 'whistle-blowers' who report wrongdoing in the workplace.
- Not to be treated less favourably if they work part-time.
- Pension auto-enrolment (subject to meeting certain criteria).

Associate Job Information

There are 2 exciting teams to be involved in, where you will:

- Learn more about and influence policies and practices around homelessness.
- Be part of a high-profile team whose position is acknowledged and respected.
- Connect with others who care about the same issues you do.
- Take control and be part of making change happen.

As well as being an important part of efforts to end homelessness, you will build a network of contacts and new knowledge and skills that can be added to your CV.



All in For Change | 15 roles available

Covering all parts of Scotland. We are really interested in people joining the team that can represent rural, remote and island experiences of homelessness. We also need more people with experiences of homelessness in towns and cities too.

All in for Change brings people together to help end homelessness in Scotland. It is driven by a Change Team of people from right across the country.

Change Leads are experts on what homelessness looks and feels like. This is through their personal experience of homelessness or by working in a direct support or advice role. Some people have experience of both.

The Change Team believe that by taking 4 new directions, it will be possible to reduce and ultimately end homelessness. These directions are set out in the [Ending Homelessness Together](#) plan and summarised by the Change Team like this:

- **People First:** Taking a more person-centred approach to increase people's wellbeing and ensure people have more choice and control.
- **At Home:** Where everyone has a right to their own home and spend less time in temporary accommodation.
- **No Wrong Door:** stronger coordinated working between services, clearer pathways for people most at risk and with no one being turned away.
- **Good Vibes:** Creating positive environments in our services and helping others to understand and be compassionate about people having a hard time.

The Change Team meet every month and take actions through their own networks in between meetings. They are represented on the Scottish Government's Homelessness Prevention and Strategy Group, which is chaired by the Housing Minister.

You can read more about [All in For Change](#) here (new website coming soon!)



GHIFT | 10 roles available

If you have good local knowledge of Glasgow, then you can apply to join GHIFT as part of the Glasgow Alliance to End Homelessness. Local knowledge means you stay in Glasgow or have recently. Or you experienced homelessness in Glasgow and used local services.

GHIFT is the Glasgow Homelessness Involvement and Feedback Team, who are also members of the Glasgow Alliance to End Homelessness.

There are lots of changes happening to the way that homelessness in Glasgow is responded to and GHIFT have been a major part of this. GHIFT work with the Alliance Leadership Team to:

- Lead on the changes taking place across homelessness services in Glasgow.
- Talk to people with current or recent experience of homelessness about their experiences and use this information to help improve services.
- Host meetings, events and workshops for people with current or recent experience of homelessness.
- Work with decision makers, making sure that the voices of those who have experienced homelessness are represented.

The Alliance Leadership Team is Glasgow City Council, Glasgow City Health and Social Care Partnership, Aspire, Cross Reach, GHIFT, Homeless Network Scotland, the Mungo Foundation, Right There, Sacro, the Salvation Army and Wheatley Care.

You can find out more about the [Glasgow Alliance to End Homelessness](#) here.

Interested in applying? Here's how:

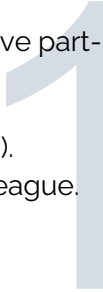
We are looking for Associates who are passionate about making things better for everyone involved in homelessness. And who give off good vibes and are non-judgemental, respectful and open minded.

There are **5 categories** to apply. We will ask you to select which category you are interested in most in the application form.

All in For Change

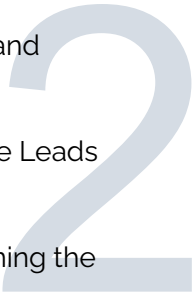
1. Change Lead with personal experience of homelessness

Key points:

- You will be a worker with Homeless Network Scotland.
 - You will not have a full-time job somewhere else (although you might have part-time or sessional work somewhere else).
 - Around 2 hours work each week is available (around 8 hours each month). Sometimes more hours will be available in agreement with your link colleague.
 - We will pay £13,74 per hour. The full-time equivalent is £25,000 a year.
 - We will also pay your travel expenses and either make lunch and refreshments available or cover your expenses.
- 

2. Change Lead working in a direct homelessness service role only

Key points:

- We'll need your organisation to sponsor your time and travel expenses and approve your involvement of around 8 hours per month.
 - Our friends at [Cyrenians](#) organise the recruitment and support of Change Leads who share their experience of working in direct service roles.
 - If you currently work in a homelessness service and are interested in joining the Change Team, please contact Ursula ursulahofeldt@cyrenians.scot
- 

3. Change Lead with personal experience AND working in a homelessness service

Key points:

- Is your other job part-time or sessional?

If yes:

- You can also be paid to be a Change Lead.
- You will be a worker with Homeless Network Scotland.
- Around 2 hours work each week is available (around 8 hours each month). Sometimes more hours will be available in agreement with your link colleague and ensuring you don't work more hours than the law allows.
- We will pay £13,74 per hour. The full-time equivalent is £25,000 a year.
- We will also pay your travel expenses and either make lunch and refreshments available or cover your expenses.

If no:

- It is not possible to be a paid Change Lead if you have a full-time job somewhere else. This is so you don't work more hours than the law allows.
- You can still join us under category 2, providing your employer agrees to sponsor your time and travel expenses and approve your involvement.

GHIFT

4. GHIFT Associate with personal experience of homelessness

Key points:

- You will be a worker with Homeless Network Scotland.
- You will have local knowledge – either staying in Glasgow now or recently or having experienced homelessness in Glasgow.
- You will not have a full-time job somewhere else (although you might have part-time or sessional work somewhere else).
- Around 2 hours work each week is available (around 8 hours each month). Sometimes more hours will be available in agreement with your link colleague.
- We will pay £13,74 per hour. The full-time equivalent is £25,000 a year.
- We will also pay your travel expenses and either make lunch and refreshments available or cover your expenses.





**5. Change Lead with personal experience of homelessness
+ GHIFT Associate with personal experience of homelessness**

Key points:

- You will be a worker with Homeless Network Scotland.
- You will not have a full-time job somewhere else (although you might have part-time or sessional work somewhere else).
- Around 4 hours work each week is available (around 16 hours each month). Sometimes more hours will be available in agreement with your link colleague.
- We will pay £13,74 per hour. The full-time equivalent is £25,000 a year.
- We will also pay your travel expenses and either make lunch and refreshments available or cover your expenses.

Your Skill Set

These are the 4 main skill sets we need Associates to have. You only need to relate to one set - but you might also feel comfortable across 2 or more skills sets.

Connector 	Researcher 
<p>Is this you?</p> <p>Curious; a people person; learn from others; relate to people going through a hard time; see things through the eyes of others.</p> <p>If yes, you will:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Connect with people with experience of homelessness and the positive change we are influencing. <input checked="" type="checkbox"/> Create a platform for groups of people who are not well represented in work around homelessness. 	<p>Is this you?</p> <p>A reader; attention to detail; able to summarise evidence; have policy or practice knowledge of homelessness in Scotland.</p> <p>If yes, you will:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Stay up to date and brief others about policy and research and across the network of services. <input checked="" type="checkbox"/> Participate in the design and development of peer research projects.
Influencer 	Communicator 
<p>Is this you?</p> <p>Confident speaking truth to power; able to represent evidence and experiences broader than your own; enjoy public speaking.</p> <p>If yes, you will:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Represent the team at policy meetings and with politicians and decision makers. <input checked="" type="checkbox"/> Pass on the key messages of your team and bring back insights and information to share. 	<p>Is this you?</p> <p>Likes writing; reflective, speaker or prefers communicating behind the scenes. A promoter; has an interest in media and social media.</p> <p>If yes, you will:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Promote the team publicly through events and webinars. <input checked="" type="checkbox"/> Understand how digital and mainstream media can help to expand networks and help to develop this.

Your Approach

In addition to one or more skill set, these are the positive approaches that we encourage and support Associates to take:

<p>Connecting With Each Other</p> <p>Working together as a team constructively, professionally and respecting the different aspects and challenges of different roles.</p>	<p>Collaborating With Purpose</p> <p>Connected and responsive to people and places affected by homelessness and those working to prevent and alleviate it.</p>
<ul style="list-style-type: none"> • Responds to and acts on directions and requests. • Is proactive and manages deadlines. • Is approachable and supportive of others. • Communicates effectively. 	<ul style="list-style-type: none"> • Quickly and effectively responds to partners enquiries and requests to connect. • Listens to and is responsive to the experiences of partners. • Able to work comfortably with a diversity of people, places, and organisations.
<p>Clarifying Meaning</p> <p>Making information easy to access and understand.</p>	<p>Creating Change</p> <p>Creating change by getting behind what works, what matters and what will have the biggest impact on homelessness.</p>
<ul style="list-style-type: none"> • Maintains an open and curious approach • Presents information clearly using language that is easy to understand. 	<ul style="list-style-type: none"> • Signposts partners to relevant resources that could support them to make informed decisions and take effective actions. • Actively seeks feedback from partners about how we share learning and experiences.

Application Process

Application and Enquiries

Application packs can be downloaded from our website at www.homelessnetwork.scot/recruitment

For more information about the role, the application pack or process, please contact Janice Higgins, Head of Corporate Services on 0141 420 7272 or email recruitment@homelessnetwork.scot

No agencies or CVs please.

Some points to note

Closing date for applications is **5pm on Monday 31 July 2023**.

Shortlisting will take place on Tuesday 1 August. Applicants selected for our informal matching day will be notified as soon as possible after that.

If you have not heard from us by end of Friday 4 August please assume that you have not been successful on this occasion. However, please do not let that put you off applying for a post with us again, since the range of requirements for every post are different.

Finding the right opportunity

If your application is successful, we'll invite you to one of our informal matching days which will:

- Provide more information about Homeless Network Scotland.
- Give you an opportunity to speak to existing Associates and Homeless Network Scotland staff.
- Help you decide if Homeless Network Scotland and Associate role are the right place for you.

These sessions will be held on **Tuesday 8 August** (Glasgow) and **Friday 11 August** (Edinburgh).

What we ask of you...

We ask that you consider the recruitment and training programme which cover mandatory elements of the Associate role. It is important to us that you attend ALL the training sessions. If you can't commit to all dates, please let us know.

Induction Training:	Thursday 24 August	10.00 am – 2.30 pm
	Friday 25 August	10.00 am – 2.30 pm
	Thursday 7 September	10.00 am – 2.30 pm
	Friday 8 September	10.00 am – 2.30 pm