



**We are
all
Join
our team!**

September 2025

Dear Colleague

Thank you for considering a role with Homeless Network Scotland.

We believe that involving people with experience of homelessness ensures solutions are grounded in real insights, improving how homelessness is understood and addressed.

Homeless Network Scotland's Associates – a committed group of 15 – bring that insight, along with their expertise and determination for a future without homelessness in Scotland. They actively engage with many people across the country who are directly affected by homelessness or working in frontline roles, ensuring those closest to the issues on the ground play a vital role in shaping change.

Our role is to provide a platform for Associates that supports their work and ambitions, and which opens doors to influence the people that make decisions about the range of policies and practices that impact on homelessness.

Your role will be to work as part of a small team to provide personalised coaching to Associates, creating inclusive and supportive ways for them to influence change. And you will use your creativity to support and strengthen the platforms for their influence, while building constructive cross-sector partnerships.

We are looking for someone with empathy, creativity, persistence, strong organisational skills - and a talent for enabling others to achieve their goals. Your skills in public participation, whether at a national, local or community level, will be put to very good use at Homeless Network Scotland.

And in return, we offer an enabling environment where you can use all your skills – and maybe discover some new ones too. We also provide a unique vantage and opportunity to be involved in major programmes making an impact on homelessness in Scotland.

We hope this recruitment pack provides all the information you need to apply for the post. If you would first like to discuss any aspect of the post or about working with us, please contact Michelle Major on 0141 420 7272 or email michelle@homelessnetwork.scot

Best regards,



Maggie Brünjes
Chief Executive

About us

We believe a future without homelessness is possible.

Homeless Network Scotland is the national membership body of organisations and individuals committed to this future. We are informed by people with direct experience of homelessness and by the breadth of our members' insight and knowledge. We unite organisations to drive evidence-based solutions, inspire change and build a Scotland where everyone has a home.

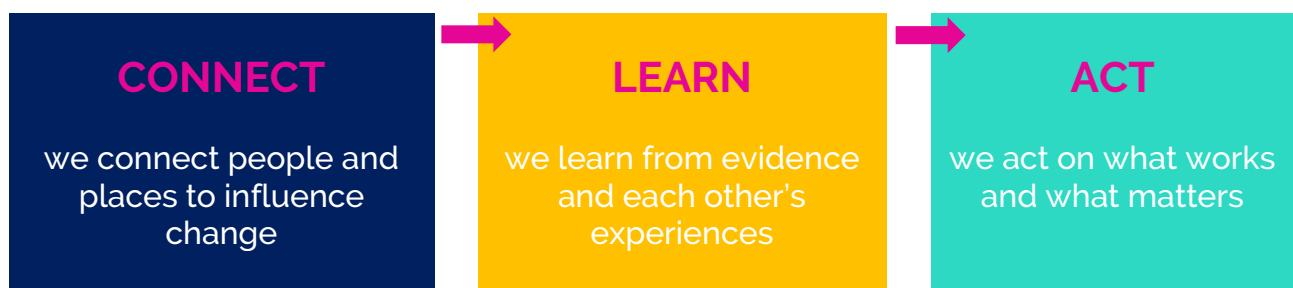
Our priority areas of change are to:

1. Prioritise **prevention**
2. End **rough sleeping and destitution**
3. Shift to **rapid rehousing**
4. Improve **equality in housing**

We work through the:

1. **Policy and plans we influence** including on national and local strategic groups.
2. **Platforms we provide** for people with personal experience of homelessness.
3. **Partnerships we support** and alliances we build to achieve an impact.
4. **Spaces we convene** to connect, learn and act on homelessness together.

We strive to be a knowledge based and participatory organisation that listens, learns, and continually advances. We want our people (board, staff and associates) to have challenging and rewarding work, where performance is appraised, talent nurtured, and people have opportunities to develop.



Impact Lead Job Information

Reporting to:	Head of Partnerships & Consulting <i>We embrace a progressive leadership coaching approach in place of traditional line management</i>
Responsible for:	HNS Associates
Hours:	35 hours, Monday to Friday <i>Very occasional weekend or evening work may be required.</i>
Salary:	SCP 33-36 (£40,832 - £43,716) <i>We normally appoint at the first point of the salary band with annual increments awarded</i>
Duration:	12 months in the first instance, with a 6-month probationary period.
Occupational Benefits:	Employer contribution pension scheme at 9.72% Death-in-service cover
Incentives:	Blended working - Glasgow office and home. Flexible working hours. Annual pay increment and cost-of-living increase. Access to free professional coaching sessions. Access to free confidential counselling services.

In Brief

You will join a small and highly motivated team of Staff and Associates, whose approach is highly collaborative, evidence-based and solutions-focused.

At the heart of our work is the platforms we provide for people with personal experience of homelessness – Homeless Network Scotland's Associates. Your primary responsibility will be to enable and support Associates by providing coaching, building meaningful engagement and creating dynamic opportunities for them to shape policy, transform practices and challenge perceptions surrounding homelessness.

Why this role matters

Your work will directly contribute to transforming how homelessness is understood and addressed, ensuring that those with lived experience are not just heard but are active leaders in creating solutions. This role is an opportunity to make a lasting difference by bridging personal insights with broader societal impact.

Key relationships

Internal: Leadership and core team, advisors, leads, associates.

External: Member organisations, national and local government, housing associations, funders and wider collaborations in community justice, health & social care.

Main duties and responsibilities

HNS strategic priorities are (i) prioritise prevention; (ii) end rough sleeping and destitution; (iii) shift to a rapid rehousing system and (iv) more equality in housing.

You will draw on your knowledge, skills and experience to:

- 1) Support, strengthen and increase the diversity of the platforms HNS provides for people with lived experience of homelessness at a national and local level.
- 2) Provide personalised coaching to Associates, supporting them to share their insights and skills with care, confidence and integrity.
- 3) Develop creative and inclusive opportunities for Associates to influence homelessness-related policy, practice and public perceptions.
- 4) Equip cross-sector partners with the knowledge and tools to engage with lived experience for inclusive and impactful collaboration that drives systemic change.
- 5) Seek out and pursue opportunities for further cross-sector partnerships, alliances and collaborations, building trust as a knowledgeable, reliable partner.
- 6) Promote an environment of trust and respect to maximize the impact of lived experience contributions.

And work as part of the **full team** at Homeless Network Scotland to:

- 7) Use an evidence-based and solutions-focused approach to resolving homelessness.
- 8) Centre lived experience and raise knowledge and awareness of how different groups experience homelessness and the action needed to reduce housing inequality.
- 9) Build and maintain a knowledge of the network of sectors and services that prevent and respond to homelessness in Scotland.
- 10) Raise knowledge and awareness of how different groups experience homelessness and the action needed to reduce housing inequality.
- 11) Ensure all communications are informed, accurate, well-timed and in plain language.
- 12) Represent Homeless Network Scotland in accordance with our vision and values, policies and procedures and contribute flexibly to the range of our work required.

Competency Framework

(i) Core Competencies

The post holder will be expected to demonstrate that they meet Homeless Network Scotland's core competencies at Level 2 (*see attached core competencies framework*).

Experience of workplace coaching is not a prerequisite for this role, as comprehensive coaching skills training will be provided to the successful candidate.

(ii) Job Specific Competencies

Please note that Homeless Network Scotland is not a service provider, and this is not a traditional support role. However, it is well-suited for candidates with the dynamic skill set of an exceptional support worker, including strong organisational abilities, creative engagement, empathy and a talent for enabling people to define and achieve their own goals.

The post holder will be expected to meet the following job specific competencies, or clearly show how they could be quickly developed:

- Advanced knowledge and experience of public participation.
- Experience in engaging and building effective working relationships.
- Experience of developing and delivering participation programmes.
- Understanding of homelessness and what causes it.

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 27 October 2025**.

Shortlisting will take place on 30 October. Applicants selected for interview will be notified by email as soon as possible after that.

If you have not heard from us by end of Monday 3 November 2025, 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.

Interviews

If invited for interview, this will take place on **Thursday 6 November 2025** at our office at Unit 16a, Adelphi Centre, 12 Commercial Road, Glasgow G5 0PQ. It will include a presentation, and a conversation. More information will be sent with the invitation to interview.

Homeless Network Scotland

Charity Registered in Scotland (SC0 03453) and Company Limited by Guarantee (SC112361)
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Chief Executive: Dr Margaret-Ann Brünjes

Contact Us

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