



THE CHURCH OF SCOTLAND

JOB DESCRIPTION

Title of Post:	National Faith Groups Refugee Integration Co-ordinator
Council:	Church and Society
Responsible to:	Building Global Friendships Programme Manager
Key Linkages:	'New Scots Integration: Rights & Communities' Project Manager; Scottish Refugee Council Regional Integration Co-ordinators; Scottish Faiths Action for Refugees; faith and interfaith organisations; refugee community organisations; New Scots Integration Forum; local authority resettlement programme lead officers.
Date:	October 2018
Main Purpose of post:	To develop, support and coordinate faith groups working with refugees in close collaboration with five Regional Integration Co-ordinators (employed through the Scottish Refugee Council) and in line with The New Scots Refugee Integration Strategy (2018-2022).

Context

Since November 2015, as part of its wider work about Building Global Friendships, the Church & Society Council has coordinated a national partnership between different faith communities in Scotland: Scottish Faiths Action for Refugees (SFAR). SFAR seeks to demonstrate and build on common values of hospitality and welcome and co-ordinate support for communities' work with refugees.

In May 2018, building upon the success of this work and to better resource the implementation of The New Scots Refugee Integration Strategy (2018-2022), SFAR worked with the Scottish Refugee Council (SRC) to design a project to ensure that refugees are effectively integrated into Scottish society and that communities are supported and prepared to welcome refugees and involve them in community life. In September 2018 the 'New Scots Integration: Rights & Communities' received funding through the UK Home Office from the EU Asylum, Migration and Integration Fund (AMIF). This funding will run to 30th September 2020.

The role of the National Faith Groups Refugee Integration Co-ordinator is integral to the work stream within this programme which focuses on networking and building the capacity

of local community groups to make a lasting difference for refugee integration - not just at individual level but for the wider community. The role will work closely with a wider team of regional workers.

Core duties & outcomes:

- To work with local faith groups to develop and support their work with refugees as an integrated part of a wider community response.
- To develop and foster coordination and collaboration with the SRC Regional Integration Co-ordinators and SFAR.
- To design and deliver information / training sessions to at least two groups per month, reaching at least 2,000 people over the course of the project. This will include local faith groups, ecumenical and interfaith forums.
- To contribute to the design, promotion and monitoring of the *Sharing Lives Sharing Languages* project – and support two projects where the successful bidder(s) are connected to a faith group.
- To support the implementation of several projects (especially those involving faith groups) funded through a small grants scheme through which 120 grants will be made during the life of the project.
- To design and pilot a volunteer holiday hosting programme, where members of receiving communities can welcome New Scots in their homes for short breaks and receive reciprocal hospitality.
- To work with a diverse range of local faith groups in areas where there are no refugees to increase understanding and engagement with issues.
- To research good practice and communicate it with the wider network of those involved in refugee integration.
- To contribute to an annual awards process / event intended to highlight and celebrate good practice in refugee integration.
- To contribute to the development of an online toolkit of good practices for policy makers, funders and communities.
- To undertake other appropriate duties as requested by the Building Global Friendships Programme Manager.

Person Specification: National Faith Groups Refugee Integration Co-ordinator

	Essential	Desirable
Skills, abilities and knowledge		
Understanding of, and experience of, asylum and refugee issues.	√	
Knowledge of the current government policy environment relating to refugee resettlement.	√	
Understanding of, and experience of, faith communities in Scotland.	√	
Excellent oral and written communication skills, including social media.	√	
Experience of facilitation, training and meeting management.	√	
Expertise in project development and project management.		√
Personal Qualities		
Commitment to ensuring that faith communities make valuable contributions to refugee integration in Scotland.	√	
An understanding of interfaith working.		√
A proven track record of effective cross-cultural communication skills within the context of faith organisations.	√	
Organised, can prioritise and work under pressure to meet deadlines with good attention to detail.	√	
Self-motivated and confident in taking own initiative.	√	
A proven track record in developing effective relationships and coordinating networks of organisations.	√	
Able and willing to travel within Scotland on evenings and at weekends as part of their working week.	√	

Terms and Conditions: National Faith Groups Refugee Integration Co-ordinator

- The salary for this post is Grade 6 (£32,924 - £36,687) per annum. The successful applicant will start on point 1 of the scale and will progress on an incremental basis based on the anniversary of employment.
- This is a full time post. The contracted hours of work are 35 hours per week, to be worked over seven days and involving evening and weekend work. The post holder will, however, be expected to work such hours as are required for the efficient and conscientious discharge of his/her duties and responsibilities. A system of flexi time applies to this post.
- This is a fixed term appointment until 30 September 2020.
- The post is a national one and, therefore, requires regular travel throughout Scotland.
- There are 29 days annual paid leave in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. This provision increases to 34 days after 5 years' service. There are also 6 statutory holidays.
- The successful applicant will have the opportunity to join a pension scheme.
- In order to comply with the Asylum and Immigration Act 1996, the successful candidate will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.

Closing Date: 12pm, Monday 22 October 2018

Interviews: week commencing 29 October 2018 in Edinburgh at the Church Offices.

Informal queries can be directed to Steve Aisthorpe, Acting Refugee Co-ordinator by email: saisthorpe@churchofscotland.org.uk or telephone: 07341 478 174