

Advocacy Manager – Scotland (fixed-term cover)

Team: Nations & Regions
Reports to: Programme Director - Scotland

Grade: 5 (regional)
Weekly hours: 35 (flexibility considered)

Amnesty International UK (AIUK)

Our aim is simple: an end to human rights abuses. Independent, international, and influential, we campaign for justice, fairness, freedom and truth wherever they are denied. Already our network of over ten million people is making a difference in almost every country in the world. Whether we are applying pressure through powerful research or direct lobbying, mass demonstrations or online campaigning, we are all inspired by hope for a better world. One where human rights are enjoyed by all.



The Scotland Team

The Scotland Team of Amnesty International UK works with the different political, legal and social context and mechanisms in Scotland to bring about human rights progress, at home and around the world. We are a small team but cover a lot of functions including policy development, advocacy, media communications, working with partners, stakeholders, activists, decision-makers and funders. We are part of a wider Nations & Regions Team together with our colleagues in Northern Ireland and Wales.

Advocacy Manager – Scotland role overview

The Advocacy Manager has responsibility for Amnesty's advocacy at the Scottish Parliament and with various Scottish Government departments. You will work with colleagues in the Nations & Regions team and our UK and international headquarters to develop and deliver advocacy strategies with MSPs, MPs in Scotland, civil servants and other government and public body officials.

This will involve working with the Law & Policy Manager to develop policy, briefings and submissions on various pieces of human rights legislation and issues of interest to politicians and policy-makers from police powers, international crises, proposed changes to the Human Rights Act and its impact on devolution, and with a special focus on the incorporation of international human rights law and treaties into Scots Law.

You will also be developing and delivering advocacy training, mentorship and support to a variety of audiences including international human rights defenders and grassroots activists in Scotland. Working with HRDs requires a sound understanding of risk and security for individuals who face targeted harassment and intimidation.

Contact recruitment@amnesty.org.uk with any queries about the role.

Advocacy Manager - Scotland

You will be working collaboratively and with an intersectional analysis with organisations across civil society to achieve strong, enforceable human rights legislation to change the lives of people in Scotland.

The Advocacy Manager - Scotland will

The big picture

- You will bring political knowledge and expertise to Amnesty's policy and advocacy for legislative change at Holyrood. You will have the opportunity to work on multiple issues in Scotland but also bring a Scottish political analysis to our UK-wide work.
- You will design and operationalise strategic advocacy plans to achieve change on discreet campaigns, with oversight of the Scotland Programme Director
- You'll share your skills and knowledge with others through our activist training programme and resources as well as support, train and mentor international human rights defenders as part of the Scottish Human Rights Defender Fellowship.

The day to day

- You'll work with the Scotland Programme Director and Law and Policy Manager - Scotland who leads on our legal analysis and work to identify priority issues that we need to respond to in Scotland.
- You will contribute your knowledge and expertise to building our connections to politicians, policy-makers and officials, civil society organisations and activist networks to ensure our work is effective but also independent, cross-party and authoritative.
- You will work with partners, networks and individuals across civil society to deliver joint work, co-ordinate efforts, deliver training and capacity building. We prioritise a collaborative and intersectional approach to all our work in line with our Commitments and you will need to demonstrate and develop your skills in collaborative, inclusive, feminist and anti-racist approaches.
- As necessary, you will work directly with international human rights defenders in Scotland, to develop their advocacy asks and priorities, provide training on Scottish and UK advocacy targets, arrange and accompany them to political meetings.

Other

- To project manage parliamentary events undertaken by Amnesty and/or in partnership with other organisations at Holyrood.
- To design and deliver projects to maximise the impact of Amnesty in the Scottish Parliament and increase support for human rights
- To facilitate, coordinate and represent Amnesty at meetings and events with parliamentarians and key civil servants.

Advocacy Manager - Scotland

As an AIUK colleague

- Contribute collaboratively and positively to the organisations aims of diversity and inclusion.
- Look after the health, safety and welfare of self and all around you.
- Keep up to date with AIUKs safeguarding practices and ensure any concerns are raised to the Safeguarding manager.
- Take on other reasonable duties suitable for your grade and abilities, and with the guidance of your manager, development duties as appropriate.

Advocacy Manager - Scotland

What we're looking for

You already have these skills and knowledge: (essential criteria)

Experience

Demonstrable experience of political advocacy at the Scottish Parliament and with Scottish Government or a Scottish Public Body.

Experience of working with multiple different stakeholders and adopting an inclusive approach to communicating political knowledge to a variety of audiences.

Experience of leading projects with multiple components and ability to switch between tasks with ease.

Knowledge

Excellent knowledge of the Scottish political scene and legislative processes at Holyrood.

Good knowledge of Scottish civil society and ability to develop strategic relationships with organisations, networks and individuals.

Inclusive principles and ways of working.

Skills

Excellent verbal and written communication skills when communicating complex information to non-expert audiences.

Excellent influencing skills and ability to use different strategies for different audiences to achieve change.

Ability to assess risk and the security of individuals who experience or have experienced harassment and intimidation on the basis of their work or activism.

You may also have: (desirable criteria)

Experience

Any involvement in influencing the legislative process, either directly or by providing advice or information to others.

Knowledge

Awareness of the aims and work of Amnesty International.

Knowledge of the governmental policy development process in Scotland and influencing that process.

Advocacy Manager - Scotland

Skills

Providing basic training or advocacy workshops to stakeholders.

AIUK Commitments

Communication

Listen to others and communicate in a respectful, clear, open and inclusive way. Give constructive feedback and be open to others giving feedback

Collaboration

Seek to build effective working relationships. Contribute expertise, learn from others and encourage others to do the same

Consideration

Guided by values and strategic priorities, manage time and workload with respect to the time and workload of others. Be fair and consistent in decision making and dealings with others

Change

Innovate and improve the way things are done. Make time to increase knowledge and skills and guide others to do the same