# Details of role

**Job Title:** Training Development Worker (maternity cover)

**Hours:** Full-time. This post will require some evening and weekend work and the post-holder will be expected to travel to deliver training.

**Salary:** £24,231 - £30,619

**Location:** 2 Queen’s Crescent, Glasgow, G4 9BW

**Contract:** Fixed term, 30 September 2024

## Job Scope:

The Training Development Worker role involves two main areas:

1. The Right to Dream (R2D) project
2. Delivery of Visibility Scotland’s paid training courses to external organisations and clients.

R2D is a collaborative project between Deafblind Scotland and Visibility Scotland. R2D advances equality and human rights for people with sensory impairment by:

* Raising awareness/confidence of people with sensory impairments to access their rights under legislation such as Human Rights law, British Sign Language (BSL) - Scotland Act 2015 - and national/local BSL plans, reviewed Mental Health/Incapacity Acts and developments such as the National Social Care Service and Social Security Scotland through R2D e-learning/training, briefings and national/local peer-led workshops.
* Providing sensory literate rights-based training/support to public services charged with implementing strategies/plans emerging out of the developments described above.

In addition, Visibility Scotland provides paid training on Inclusive Communications and Visual Impairment Awareness, including sighted guidance to external organisations. The organisation aims to build a package of training programmes that work towards educating the society on sight loss and accessibility.

## Specific Duties & Responsibilities:

### R2D

* Work in collaboration with the project team at Deafblind Scotland (DbS) to achieve project milestones as set out in the project plan.
* Research and collate information on human rights and current policy/legislation with a particular focus on areas relevant to people living with a sensory impairment (emerging domestic Human Rights Law, UNCRPD, existing entitlements through DWP and roll out of Social Security Scotland benefits, reviewing Mental Health/Incapacity acts, BSL (Scotland) Act 2015 and national/local BSL plans, National Social Care Service, Accessible Information Standard, Self-Directed Support, Equality Act (2010), SeeHear strategy and other emerging legislation e.g. hate crime).
* Keep up to date with new policy/legislation developments relevant to people living with sensory impairment.
* Raise awareness of the Right to Dream project amongst visually impaired individuals via methods including: social media, website/blog, newsletters, talks to existing services user groups (peer support/self-management courses), creation of VI Voices virtual network with dedicated mailings.
* Work in collaboration with the DbS project team to disseminate accessible human rights briefings to service users engaging with the project, in their preferred communication method.
* Work in collaboration with the DbS project team to roll out rights-based e-learning/training for sensory impaired individuals.
* Work in collaboration with the DbS project team to deliver national/local, peer-led, accessible human rights workshops.
* Work in collaboration with the DbS project team to create a rights-based toolkit and create, pilot and roll out sensory literate rights-based e-learning/training for organisations responsible for policy/service development and implementation.
* Raise awareness of opportunities to influence policy and legislation (via consultations, focus groups, participation in research etc.) through the VI Voices virtual network.
* Monitor the outputs and outcomes of the project; collect and record evaluation data in line with the project monitoring and evaluation plan.
* Support DbS to write project reports as and when required.

### Paid training

* Deliver Visibility Scotland’s paid training courses
* Enhance existing training and materials and develop new training syllabus
* Work in partnership with Executive and Business Support to include developments in Inclusive Communications into the training materials
* Collate feedback on training after each course

## Person specification

### Professional skills

#### Essential

* Evidence of continued professional development

#### Desirable

* Qualified to Degree Level/SVQ Level 3/4
* Community Development qualification

### Experience & Knowledge

#### Essential

* Experience in delivering training to external groups
* Experience in working with people with visual impairment
* Experience in supporting people with specific vulnerabilities, for example – people with disabilities

#### Desirable

* Experience in developing and delivering community projects
* Experience working with or supporting volunteers
* Undertaken adult and children protection training

### Communication Skills

#### Essential

* A high degree of written and verbal skills
* Ability to communicate well with a wide range of people
* Good presentation/public speaking skills
* Ability to network and build links with other organisations
* Ability to work independently, on own initiative
* Ability to work in a team

### Other Abilities and Skills

#### Essential

* Good project management and organisational skills with the ability to meet deadlines and prioritise work and input to project reporting
* Self-motivated and strong problem-solving skills
* IT literate and competent in use of Microsoft Office applications, databases and virtual platforms (e.g. Zoom, Teams)
* Experience in networking with professionals and raising awareness of services

#### Desirable

* Full clean driving licence and access to a car

### Personal Qualities

#### Essential

* Enthusiasm and a sense of humour
* Drive and positivity
* The ability to seize opportunities, be flexible, adaptable and think creatively

### Additional information

* Annual leave entitlement: 25 days annual leave and 12 days public holidays
* Pension: Visibility Scotland employees are automatically entered into The Pensions Trust pension scheme which is a contributory scheme after 3 months in post.
* References: This appointment is subject to satisfactory references.
* PVG/Disclosure: This post is subject to a standard disclosure under the Police Act 1997 (Part V).
* Probationary procedures: This post is subject to a 6-month probationary period.
* Equal Opportunities:  Visibility Scotland is committed to Equal Opportunities and values a diverse workforce. We welcome applications from all candidates whatever their age, race, nationality, religion, gender, marital status, sexual orientation, or disability.

**Application process:** Please complete the application form and equal opportunities form and send both to paul.hanlon@visibilityscotland.org.uk or post them to Visibility Scotland, 2 Queen’s Crescent, Glasgow, G4 9BW**. The closing date is Monday 15 May at 10 am.**

**Interviews will be held at 2 Queen’s Crescent on Monday 22 May 2023.**

# End of document

| Visibility Scotland is the trading name of GWSSB (formerly Glasgow and West of Scotland Society for the Blind). GWSSB is a company registered in Scotland, limited by guarantee with its registered office at 2 Queen’s Crescent, Glasgow, being a recognised Scottish Charity. Registered number SC116522. Scottish Charity Number SC009738. |
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