

Landworkers' Alliance – Policy Campaigns Coordinator Scotland

Hours: 2 days (16 hours) per week

Duration: Contract to December 2021, with possibility of extension subject to funding.

Location: Working remotely with the capacity for regular travel

Remuneration:* £14,560 gross annual salary PAYE (£29,120 pro rata). With 1.5% annual increase, subject to review. Statutory pension contribution and holiday allowance.

Start date: 30th November or as soon as possible afterwards

Deadline for application: midnight, 25th October

Interview period: Middle two weeks of November (exact date TBC). Interviews will be via zoom.

Website: landworkersalliance.org.uk

**The LWA has a pay parity policy and flat payment structure, with all workers paid at the same rate.*

The Landworkers' Alliance (LWA) is a union of farmers, growers, foresters and land-based workers operating across the UK. Our mission is to improve the livelihoods of our members and create a better food and land-use system for everyone. We have a vision of a future where producers can work with dignity to earn a decent living and everyone can access local, healthy and affordable food, fuel and fibre - a food and land-use system based on agroecology and food sovereignty that furthers social and environmental justice.

We are a dynamic and vibrant organisation that is entering an exciting phase of growth. Over the coming years we aim to significantly increase our membership base and expand member support and services, scale-out our projects and programmes, significantly advance our positions in policy making and develop our internal governance and organisational capability for this ambitious stage of growth.

We believe that the land use system we create has a key role to play in providing food, fibre, fuel and meaningful employment at this time of converging crises. Bringing thousands of energetic and innovative people into farming, forestry and horticulture is imperative to develop the ecological and socially just solutions we need.

Mode of Working:

The LWA is a members' cooperative represented by a Coordinating Group of directors elected by those members at the Annual General Meeting. The Coordinating Group steers the strategic, financial, governance and political work of the organisation and is also legally responsible for the management and operation of the LWA. Staff work in line with cooperative principles and in

addition to specific job responsibilities may be required to participate in General Meetings and work teams as part of their hours, or additional paid time if needed.

The LWA does not have a centralised office and our staff work remotely but will be required to attend meetings that take place in various locations around the country. Reasonable travel costs will be covered in addition to the salary, however, this means candidates must have the skills and confidence to work remotely as part of a diverse team and a proven capacity to self-manage and work autonomously.

We are committed to our [Equal Opportunities policy](#) and we welcome and encourage applications from anyone interested in this role who feels they have the relevant experience and skills.

Role overview and job description:

We are seeking to recruit a Policy and Campaigns Coordinator for Scotland. They will work with our Campaigns Team to further our work lobbying government[s] for the inclusion of the LWA's objectives in legislation, regulation and industry guidance, and advancing our positions among stakeholders in Scotland. The role will also work with our Scotland Projects Coordinator.

Specific responsibilities of this role will be to:

- Work with the LWA members, the Coordinating Group, Campaigns Team and other teams to develop positions and proposals, and then campaign for their inclusion in policy, legislation, regulation and industry guidance.
- Represent the LWA's positions and perspectives on relevant roundtables, panels and forums.
- Develop and maintain relationships with politicians and policy makers.
- Respond to consultations and media requests on issues relating to land use, agriculture and forestry in Scotland.
- Continue to build on existing collaborations and coalitions with organisations such as Nourish Scotland, Scottish Food Coalition, Scottish Crofting Federation, and more.
- Produce written (or other media) materials to communicate campaign aims.
- Co-create and co-manage budgets and work plans for campaigns workstreams.

- Work within the LWA Campaigns Team and Scotland Projects staff to plan and prioritise issue areas and focus points together, checking in with the Campaigns Coordinator regularly.

Person Specification:

We hope to appoint someone for this role who has the following skills and experiences:

- A strong understanding of the nature and needs of the agroecological land use and farming sector in the UK and Scotland specifically.
- A strong understanding of how to influence political and policy decision making processes in Scotland.
- A strong understanding of the organisations working on land use, food and farming in Scotland and the history of their positions and approaches.
- An ability to research and summarise information and positions into language and formats accessible to politicians and policy makers.
- An aptitude for persuasive communication and developing proposals with politicians and policy makers.
- A passion and demonstrable commitment to movement led change to develop food sovereignty and agroecology.
- The ability to work in a diverse team, develop work plans, monitor progress, self manage, work autonomously where necessary and report on work done.
- Ability to travel for meetings and events.

How to apply

Send (max) 3 pages written response or (max) 5 minutes audio / video answering the following questions:

1. What skills and experiences do you think qualify you for this role? (½ page)
2. Which part of this role do you think you would find the most challenging?
(½ page)
3. What do you think are the key practical ways to engage members in Scotland in policy and legislative developments (max 1 page)

4. Please sketch out how you would approach building the case for government support for agroecological farming in Scotland, in relation to key dates in 2021, for example Scottish Parliament Elections, Scottish Agriculture Bill progress, and COP26. (max 1 page)

Please attach an example of a written piece of work on policy related issues, ie a policy briefing or an article or consultation response. Please also attach a short CV (max 2 pages), this can be written, or an audio or video file, and the contact details of two people we can approach for references.

Please send your application to Charlotte Steel - admin@landworkersalliance.org.uk

We will endeavour to contact all applicants individually but as we are a small team working part-time this may not practically be possible. If you have not heard from us by mid-November please assume that unfortunately you have not been selected for an interview this time.

If you have any questions, or would like to discuss any aspect of this role in advance of applying please contact Roz Corbett - roz@landworkersalliance.org.uk and she will try her best to respond. Please email Roz well in advance of the closing date.