**FLEX Outreach Worker (North East Scotland)**

Job description

**Job title:** Outreach Worker – Fishing (Tagalog or Cebuano, Fante, Twi, Tamil, Hindi, or Asante speakers)

**Location:** Flexible hybrid working with a mixture of in person and home working. This role requires regular travel within NE Scotland to meet with workers and occasional trips to the FLEX office in London (travel costs covered by FLEX).

**Salary:** £26,750 to £29,960 per annum, pro rata, depending on experience. This is subject to deductions for tax and national insurance.

**Hours**: 3 days, equivalent to 22.5 hours per week. This may be flexible.

**Contract** 18 months, fixed term (with possibilities of extension subject to funding)

**Reports to**: FLEX Outreach and Engagement Manager

**Benefits**: 25 days holiday per year plus bank holidays and incremental leave (pro rata), and extra days over the holiday period; enhanced maternity, adoption and paternity pay; occupational sick pay; incremental pension contributions; Employee Assistance Programme; and a wide range of opportunities for skills development.

**About FLEX:**

Focus on Labour Exploitation (FLEX) is a research and policy organisation working to end labour exploitation by challenging and transforming the systems and structures that make workers vulnerable to abuse. We are striving for a world free from all forms of labour exploitation, including forced labour and human trafficking. FLEX seeks to achieve this vision through the prevention of labour abuses, protection of the rights of those affected or at risk of exploitation and by promoting best practice responses to labour exploitation through research and evidence-based advocacy.

**About the project:**

This is an exciting new project that will pilot a Worker-driven Social Responsibility (WSR) model in UK fishing, delivered in partnership with the [International Transport Federation](https://www.itfglobal.org/en), and in consultation with the Coalition of Immokalee Workers and the Fair Food Standards Council of the [Fair Food Program](https://fairfoodprogram.org/). The WSR model for achieving human rights for workers in corporate supply chains exists in stark contrast to traditional corporate social responsibility, which generally involves voluntary and unenforceable commitments by corporations to standards without input or participation from the workers themselves. The WSR model seeks to create a paradigm shift in supply chains by putting workers at the centre of both developing and enforcing the solutions that truly respond to their priorities, empowering them to serve as frontline monitors of their own rights by harnessing the purchasing power of major buyers to protect workers who identify abuses against retaliation.

**About the role:**

You will be reaching out to migrant workers working in fishing vessels, primarily in two ports, Fraserburgh and Peterhead. Based on the relationships, insight, and data you establish through your outreach, your work will be essential in ensuring that all outputs produced by this pilot project are informed and shaped by workers views, needs, and priorities.

PHASE I: Outreach

To do this, you will reach out to migrant fishers stopping at two ports in North East Scotland and set up and facilitate spaces for migrant fishers to come together, reflect on their experiences and provide input and insights into different programme activities, including development of the pilot code of conduct and other related materials and protocols.

You will work closely with partners from ITF, the FLEX team, and in consultation with the Fair Food Program team to identify opportunities to enable workers’ participation in all phases of this project.

PHASE II: Implementation

Upon the launch of the pilot Worker-driven Social Responsibility program for UK fishing, you will be trained as a part of the implementation team, including but not limited to delivering worker rights education and, potentially, responding to workplace grievances. You will ensure that this project is directly informed by people with lived experience.

Please note that these phases may overlap.

**Key responsibilities:**

*Worker engagement*

* To identify locations and appropriate channels to engage with migrant fishers in Fraserburgh and Peterhead.
* To conduct outreach activities to disseminate information about the pilot project and recruit participants, both in person (e.g., visits to ports, information points, social/cultural activities, etc.) and remotely (e.g., through social media, WhatsApp groups, over the phone, etc.).
* To meet with workers individually, and to set up and facilitate spaces for migrant fishers to come together, reflect on their experiences, and inform the development of project outputs (e.g., reporting channels).
* To support the development of resources for workers, liaising with team members and external contacts, as relevant**.**
* To build on the project’s existing referral and signposting guide to ensure workers are provided with a comprehensive list of advisory and other support services, as well as campaigning groups and trade unions, as relevant.
* To ensure that those in need of support are signposted and/or referred to available services, including legal advice, practical and emotional support.
* To respond to enquiries and complaints from workers received by email, phone, or WhatsApp (once the complaint mechanism is launched).
* To manage a small emergency fund to support workers facing destitution.
* To document activities for progress and learning reports for internal and external purposes.
* To contribute to drafting relevant comms material (e.g. case studies, blogs, opinion pieces).

*Other*

* Represent FLEX at external meetings, as required;
* Undertake any other duties within the context of the role as may be determined by your line manager.

This post requires:

* A Basic Disclosure check (to be processed by FLEX).
* A valid driver’s licence and access to a vehicle is required where there is no alternatives to driving.

If an applicant does not hold a driving licence due to a disability, then this should be stated when you apply, as Flex is committed to making reasonable adjustments and will discuss the application and role with applicants in line with its obligations as an Equal Opportunities employer.

**Person specification**

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|  | **Assessment stage** | |
| Application Form | Interview |
| **Essential experience and knowledge gained by learning, work, volunteering, or personal experience:** | | |
| 1. First-hand experience working in fishing, maritime industries, or working with migrant fishers (e.g., as a caseworker, support worker, organiser, etc.) | ✓ | ✓ |
| 1. Experience conducting outreach or engagement activities with workers and/or migrants. | ✓ | ✓ |
| 1. Experience facilitating group work (e.g., workshops, focus groups, talks/training, discussion forums, etc.) | ✓ | ✓ |
| 1. Understanding of the impact of the immigration system on risk of exploitation. |  | ✓ |
| 1. Understanding of anti-discriminatory practices in outreach and engagement. |  | ✓ |
| 1. Understanding of the impact of abuse and exploitation on people’s wellbeing. |  | ✓ |
| 1. Understanding of safeguarding. | ✓ | ✓ |
| **Skills and abilities:** | | |
| 1. Great social skills, able to communicate with empathy and build trust with workers, community groups and services. |  | ✓ |
| 1. Proactive, able to take initiative when facing challenges, and able to work independently. | ✓ | ✓ |
| 1. Good project management, planning and organisational skills, including ability to conduct effective monitoring and evaluation. |  | ✓ |
| 1. Proficiency in English and the ability to speak Tagalog or Cebuano, Fante, Twi, Tamil, Hindi, or Asante, | ✓ | ✓ |
| 1. Good IT skills, with knowledge of social media. | ✓ |  |
| 1. A valid driving license. | ✓ |  |
| 1. Strong commitment towards ensuring that people with lived experience inform policy and practice. |  | ✓ |
| **Desirable:** | | |
| 1. Lived experience of working in fishing. | ✓ |  |