



Policy Manager (Maternity Cover)

Job Description

Purpose:

To advocate for policymaking that advances women's equality by researching and writing briefings and consultation responses.

To work with your communications and engagement colleagues to make sure our members and stakeholders are up to speed with the critical issues around women's equality, and that women's voices are heard wherever policy is made.

Responsible to: The Executive Director

Specific duties

- Analyse government and public policy and develop consultation responses, parliamentary briefings and advocacy materials aimed at a range of audiences.
- Research and write Engender policy reports, papers and briefings in line with our advocacy and policy priorities.
- Maintain and expand Engender's presence in policy networks within Scotland, and engage with civil servants and decision-makers with regards to Engender's policy priorities.
- Work with the Engender communications and engagement team to engage with communities of interest, third sector organisations and other stakeholders to ensure that our policy analysis reflects women's lived experience.



- Facilitate the development Engender's understanding and thinking on emerging new policy areas.
- Work closely with the Executive Director and policy colleagues to inform Engender's advocacy and policy priorities.
- Work closely with the communications and engagement team to ensure that policy materials are disseminated to our membership and wider stakeholders in line with Engender's advocacy strategy.

Person specification

Essential

- Experience of producing gendered policy analysis and briefing materials for policymakers, parliamentarians, and third sector organisations.
- Experience of working in the Scottish political context to influence change, including substantial engagement with Scottish parliamentarians, and Scottish Parliament committees and staff.
- Solid understanding of intersectional feminist analysis and its application to public policy.
- Clear writing style, and ability to communicate complex issues simply.
- Verbal communication skills, including delivering presentations.
- A strong commitment to equality and human rights.
- Experience working in a small team, including on individual and collaborative projects.

Desirable

- Experience of giving evidence to Scottish Parliament committees.
- Experience in writing for a range of audiences in a variety of styles from academic to informal.
- Experience of using social media in a policy and advocacy context.
- Experience of participatory policy development processes and research methods.



Data Protection Privacy Notice for Candidates

This notice explains what personal data (information) we will hold about you, how we collect it, and how we will use and may share information about you during the application process. We are required to notify you of this information, under data protection legislation. Please ensure that you read this notice (sometimes referred to as a 'privacy notice') and any other similar notice we may provide to you from time to time when we collect or process personal information about you.

Who collects the information

Engender (the 'Company') is a 'data controller' and gathers and uses certain information about you.

Data protection principles

We will comply with the data protection principles when gathering and using personal information, as set out in our Data Protection Policy.

About the information we collect and hold

We may collect the following information up to and including the shortlisting stage of the recruitment process:

- Your name and contact details (i.e. address, home and mobile phone numbers, email address);
- Details of your qualifications, experience, employment history (including job titles, salary and working hours) and interests;
- Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs;
- Information regarding your criminal record



- Details of your referees.

We may collect the following information after the shortlisting stage, and before making a final decision to recruit:

- Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers *
- Information regarding your academic and professional qualifications *
- Where appropriate, information regarding your criminal record including information from Disclosure Scotland*
- Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information *
- Where appropriate, a copy of your driving licence *

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked * above to us to enable us to verify your right to work and suitability for the position.

How we collect the information

We may collect this information from you, your referees (details of whom you will have provided), your education provider, the relevant professional body, Disclosure Scotland and the Home Office.

Why we collect the information and how we use it

We will typically collect and use this information for the following purposes (other purposes that may also apply are explained in our Data Protection Policy:



- to take steps to enter into a contract;
- for compliance with a legal obligation (e.g. our obligation to check that you are eligible to work in the United Kingdom);
- for the performance of a task carried out in the public interest; and
- for the purposes of our legitimate interests, but only if these are not overridden by your interests, rights or freedoms.

We seek to ensure that our information collection and processing is always proportionate. We will notify you of any changes to information we collect or to the purposes for which we collect and process it.

How we may share the information

We may also need to share some of the above categories of personal information with other parties, such as HR consultants and professional advisers. Usually, information will be anonymised but this may not always be possible. The recipient of the information will be bound by confidentiality obligations. We may also be required to share some personal information with our regulators and our funders as required to comply with the law.

Sensitive personal information ('special categories' of data) and criminal records information

Further details on how we handle sensitive personal information and information relating to criminal convictions and offences are set out in our Data Protection Policy.

Where information may be held

Information may be held at our offices and third-party agencies, service providers, representatives and agents.



How long we keep your information

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information concerned and the purposes for which it is processed.

We will keep recruitment information (including interview notes) for no longer than is reasonable, taking into account the limitation periods for potential claims such as race or sex discrimination (as extended to take account of early conciliation), after which they will be destroyed. If there is a clear business reason for keeping recruitment records for longer than the recruitment period, we may do so but will first consider whether the records can be pseudonymised, and the longer period for which they will be kept.

If your application is successful, we will keep only the recruitment information that is necessary in relation to your employment. Further details of our approach to information retention and destruction are available in our Retention Policy.

Your rights to correct and access your information and to ask for it to be erased

Please contact Catriona Kirkpatrick, Development Manager who can be contacted at catriona.kirkpatrick@engender.org.uk or on 0131 558 9596 if (in accordance with applicable law) you would like to correct or request access to information that we hold relating to you or if you have any questions about this notice. You also have the right to ask Catriona Kirkpatrick, Development Manager for some but not all of the information we hold and process to be erased (the 'right to be forgotten') in certain circumstances. Catriona Kirkpatrick, Development Manager will provide you with further information about the right to be forgotten, if you ask for it.



Keeping your personal information secure

We have appropriate security measures in place to prevent personal information from being accidentally lost, used or accessed in an unauthorised way. We limit access to your personal information to those who have a genuine business need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

How to complain

We hope that Catriona Kirkpatrick, Development Manager can resolve any query or concern you raise about our use of your information. If not, contact the Information Commissioner at <https://ico.org.uk/concerns/> or telephone: 0303 123 1113 for further information about your rights and how to make a formal complaint.