



Development Officer (Gender Equal Media Scotland) (1 year post)

Job Description

Salary: £25,461.65

Pension: 8% employer contribution

Hours: Up to 35 hours / week – hours negotiable

Leave entitlement: 38 days (including public holidays)

Location: 10 Old Tolbooth Wynd, Edinburgh, EH8 8EQ (home-based while COVID-19 lockdown measures are in place)

Responsible to: The Head of Development

Purpose:

To work with partners from Gender Equal Media Scotland (GEMS) which brings together academics, journalists, campaign groups and organisations working for women's equality in Scottish media.

GEMS aims to create a Scottish media which treats women equally – as employees, as contributors and as subjects of media attention.

Current partners include; Strathclyde University, Engender, Zero Tolerance, The National Union of Journalists, Scottish Women's Aid, Rape Crisis Scotland, Scottish Women in Sport, The Women 5050 campaign, Women in Journalism Scotland

This post will be hosted by Engender and based at Engender's offices in Edinburgh (home-based during lockdown measures)

Specific duties:

- Establish relationships with key media and equalities organisations;
- Map existing initiatives, resources, campaigns, and research, and identify gaps, both within Scotland and internationally;





- Gather a Scottish-specific evidence base on sexism in the media, and how this intersects with other under-represented groups, to inform policy solutions;
- Evaluate existing resources and their effectiveness of creating change within the media;
- Convene roundtable meetings with those involved in Scotland's media and cultural institutions;
- Develop an intersectional approach towards women's equality in Scottish media;
- Develop a long-term vision for a Women in Media Body for Scotland including investigating sustainable funding solutions.

Person specification

Essential:

- Clear writing style, and ability to communicate complex issues;
- Verbal communication skills, including delivering presentations;
- Experience of building effective partnerships;
- Ability to undertake research into existing provision;
- Experience of evaluating projects and resources;
- Outstanding organisational skills;
- Ability to work with minimal supervision;
- Experience working in a small team, including on individual and collaborative projects.

Desirable:

- Understanding of women's inequality in Scotland;
- Demonstrable commitment to equality across all protected characteristics;
- Knowledge or experience of the media in Scotland;
- Experience in writing for a range of audiences in a variety of styles from academic to informal.

