



## GUIDANCE FOR YOUR SUPPORTING STATEMENT

Please prepare a supporting statement in the format of a letter, making the case that you fulfill all the requirements enumerated in the person specification. You will refer to the criteria with keywords rather than bulletpoints, and will link to elements of your CV as well. A good statement contains enough references to the criteria to make a good case, but should not be exceedingly long.

The criteria are:

### **ESSENTIAL**

- Extensive knowledge, understanding and experience of human rights, particularly around addressing institutional discrimination and organizational development in mainstreaming of human rights policies and practices.
- Extensive knowledge and understanding of current human rights legislative framework, Public Sector Equalities Duties, and reporting cycles / processes for mainstreaming reports and outcomes.
- Extensive knowledge of the human rights (and race equality) political and policy landscape in Scotland
- Extensive experience in designing and delivering high quality human rights (and race equality) training to a wide variety of audiences across all sectors and undertaking evaluation processes to measure successful outcomes
- Extensive knowledge, experience and understanding of Race Equality and how this can be implemented in policies and practices within organisations
- Skills and experience in drafting bulletins, publications, and newsletters, etc on good human rights (and race equality) policies and practices
- Extensive background in human rights policy development, with the ability to draft high quality responses to consultations and ability to contribute to high level human rights / race equality advisory groups
- Good knowledge and understanding of community engagement standards and processes
- Strong knowledge and understanding of Equality Impact Assessment (EQIA) processes

- Good communication, inter-personal and networking skills, including good presentational and public speaking skills
- Commitment to the development of the ethnic minority voluntary sector, as well as good understanding of the issues affecting the sector
- Demonstrated experience in thinking and working strategically to progressing human rights and race equality in Scotland
- Ability to meet targets and deadlines to achieve project outcomes
- Good organisational skills, including organising events and planning own work load
- Excellent writing and report writing skills, including drafting of detailed briefing papers
- Ability to travel across Scotland to attend events, meetings, conferences, etc.
- Good knowledge and skills in using online platforms such as Zoom and Microsoft Teams to deliver events
- Able to be flexible in working occasional weekends and evenings and working from home.

#### **DESIRABLE**

- Experience of undertaking consultancy work, especially in the area of implementation of human rights / race equality policies and practices to address and improve race / equality outcomes within mainstream organisations