

Job description and person specification

Project Coordinator – Refugee Support			
Salary band	2b	Job reference number	11586
Area / department	Refugee Support and Restoring Family Links	Region / division	
Work location	Glasgow, Scotland	Reports to	Project Manager
Role duration	12 months	Last updated	May 2025

Scale and scope of role

Direct reports	0	Indirect reports	None
Budgetary responsibility / accountability	n/a	Accountability for other resources	n/a
Reach and impact	As part of the Refugee Support and Restoring Family Links team, the Project Coordinator will be responsible for developing, coordinating and delivering a Family Reunion outreach project for refugees, asylum seekers and other vulnerable migrants in Scotland and will undertake a range of duties designed to develop, maintain, promote the project.		

Context

We help people in crisis, in the UK and overseas. As part of a global voluntary movement, we respond to conflicts, natural disasters and individual emergencies, helping vulnerable people to prepare for, withstand and recover from emergencies.

Our principles and values

Our values (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its fundamental principles: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Directorate overview – Refugee Support and Restoring Family Links

For people in crisis, as a result of their migration status, in need of protection, displaced and often having experienced family loss and separation our Refugee Support and Restoring Family Links team will deliver on our unique position and responsibility as part a truly global humanitarian organisation, present at every stage on the migratory trail to:

- > Reduce destitution and exploitation
- > Restore family links and facilitate reunion
- > Challenge stigma and build inclusion
- > Ensure protection and empower people to make positive decisions to regain control of their lives

We will do this by mobilising the power of humanity through three distinct vehicles for change – advocacy, service delivery and by creating the right environment. We will engage with our service users and use their experience and evidence to inform our development and delivery and will seek out opportunities to build productive alliances across the UK, wider movement and beyond to enable delivery on our mission at the earliest opportunity. To deliver on our mission, we will focus on:

- > Strengthening the sector in which we operate
- > Ensuring all our services are truly accessible and developed through a process of inclusion and collaboration
- > Achieving policy change through effective advocacy underpinned by our extensive operational evidence
- > Develop key alliances, locally and nationally to increase public understanding and create a more welcoming environment
- > Develop partnerships to increase restricted / grant funding
- > Promote wellbeing and ensure inclusive, accessible and diverse development opportunities to engage with, work or volunteer

Local context

Family Reunion is a key legal route through which refugees obtain protection in the UK.

The British Red Cross Family Reunion Integration Service (FRIS) in Glasgow has shown the need for long-term projects working on family integration in Scotland, and this is the first outreach element of an existing partnership between Scottish Government and British Red Cross. The project will deliver outreach sessions on Family Reunion to refugees, asylum seekers and other vulnerable migrants in Scotland in collaboration with the legal community, local authorities and other third sector organisations.

Purpose of the role

As part of the Refugee Support and Restoring Family Links team, the Project Coordinator will be responsible for developing, coordinating and delivering a Family Reunion outreach project for

refugees, asylum seekers and other vulnerable migrants in Scotland and will undertake a range of duties designed to develop, maintain, promote the project.

Main responsibilities

1. Service delivery and development

- > Service users receive a high quality person-centred and responsive service
- > Services are delivered to agreed standards and in line with relevant policies, procedures and good practice
- > Services are accessible and promoted in a culturally sensitive way
- > Works with line manager and colleagues to identify and support service development and improvement
- > Resources are used and distributed in line with agreed good practice, policies and procedures

2. Volunteer Management

- > Works with line manager and other departments to ensure future requirements for volunteers are identified within a workforce plan
- > Volunteers receive effective line management support to enable service delivery
- > Relevant policies, procedures and good practice are adhered by volunteers to ensure a safe, effective and efficient environment and service delivery in line with agreed standards
- > Works with People and Learning teams to ensure effective recruitment and induction volunteers as required for the service

3. Service user engagement and involvement

- > Effective processes are in place and followed to allow people with lived experiences to contribute to service delivery, design and development, in line with agreed organisational approaches
- > Service users have appropriate opportunities to provide feedback on the service which is then used for service improvement.
- > Where opportunities exist, service user are supported to engage in advocacy and communications opportunities in line with good practice and ethical guidelines

4. External Partnership and sector engagement

- > Services are delivered and developed in coordination with the wider sector
- > Issues are identified and managed or escalated as appropriate
- > Good working relationships with external partners are developed and maintained as required for the role and with reference to line manager
- > Develops and maintains effective referral pathways to ensure holistic package of support for service users

- > Provides technical guidance to external agencies regarding rights and entitlements of service user where appropriate

5. Risk management and escalation

- > Follows procedures, policies and guidance to ensure a safe, effective and efficient environment
- > Risks and health and safety issues are rapidly identified, managed and escalated as appropriate
- > Service user risks are identified, managed and/or escalated as appropriate
- > Safeguarding concerns are identified and receive appropriate responses according to policies, procedures and good practice.

6. Data management

- > Electronic and paper-based filing and database systems are maintained in accordance with quality standards and data protection
- > Provides project updates and reports as required and works collaboratively to ensure effective information management systems are in place
- > Confidentiality and data protection is maintained in relation to all aspects of the service

7. Monitoring and evaluation

- > Supports the implementation of monitoring procedures and ensure information is fed into structured evaluation, learning and advocacy processes

8. Workforce learning and development

- > Learning and development activities for volunteers are implemented, including delivering training, in accordance with quality standards and agreed organisational approaches
- > Works with colleagues to contribute to developing new training material and guidance
- > Learning and emerging training needs are identified and shared as appropriate throughout the organisation
- > Reflective practice is used and promoted for development purposes

9. Budget and finances

- > Financial procedures, policies and good practice are followed as required for the service to ensure financial accountability
- > Works with service manager to ensure service are delivered within budget framework

10. Local and national advocacy and awareness raising

- > Plans and implements local awareness raising and advocacy activities with reference to Service Manager and in line with agreed organisational approaches
- > Effectively contributes to national advocacy and communications efforts where possible

- > Plans and implements activities to build inclusion for refugees and asylum seekers, for example during Refugee Week, with reference to Service Manager and in line with agreed organisational approaches

11. Team worker

- > Works to ensure Behaviours Framework is embedded within service
- > Colleagues supported as required
- > Contributes effectively to team meetings
- > Suggests improvement to support continuous development
- > Provides contingency cover for colleagues in periods of absence as requested by line manager

12. Other duties

- > Perform clerical and administration duties commensurate with the post
- > Proactive in supporting own professional development

Staff may not unreasonably refuse a request to undertake any task which is appropriate to their level for which they have the necessary skills and/or experience. Any resulting change to their objectives and priorities will be discussed and confirmed with their line manager.

Person specification

NB this document will be used to develop a short list of applicants for any vacancy for this role and then be used in the subsequent selection process. It will then form the basis of a development plan for an individual appointed to this role

	Requirements
Skills	<ul style="list-style-type: none"> > Organisational and time management skills – planning, managing, monitoring and prioritising own and others workload > IT literate. Ability to use email, word processing, database and spread sheet packages** > Ability to support, manage and develop volunteers** > Excellent verbal and written communication skills in English, including: ** <ul style="list-style-type: none"> - the ability to communicate effectively with people whose first language is not English directly and through interpreters - ability to influence and adapt communication style to different audiences, including facilitation and presentation skills to groups both face to face and online > Ability to work as part of a team in a high-pressure environment** > Ability to provide sensitive, safe, and empowering support to distressed people in vulnerable situations** > Ability to plan, deliver and evaluate sessions and social activities - and to adapt them to the diverse needs of a group of people from varying cultures, languages, and backgrounds ** > Reflective practice – ability to pause, draw out learning from experience, listen to others and improve practice > Ability to understand and manage group dynamics > Ability to effectively advocate on behalf of clients to realise their rights and entitlements upholding a professional polite persistence > Ability to speak a language widely spoken by the refugees/asylum seeking community
Knowledge (including education and training)	<ul style="list-style-type: none"> > Understanding of issues relating to refugees and asylum seekers and other vulnerable migrants** > Understanding of the needs led user focused philosophy > Knowledge of the rights and entitlements of asylum seekers, refugees and vulnerable migrants and the roles of statutory and non-statutory agencies** > Knowledge of local area and available services

	<ul style="list-style-type: none"> > Understanding of safe working practices when working with people with insecure immigration status **
Experience	<ul style="list-style-type: none"> > Experience of cross-agency partnership and collaborative working > Experience of co-production > Experience of delivering learning and development activities > Experience of working with vulnerable people with complex needs** > Experience of delivering casework with vulnerable clients**
Behaviours	<p>Solution Focussed</p> <ul style="list-style-type: none"> > Anticipates obstacles, thinks ahead about next steps and contingencies > Uses a range of methods to identify solutions and make decisions, involving others where appropriate <p>Pro-actively builds collaborative relationships internally and externally</p> <ul style="list-style-type: none"> > Manages relationships and partnerships for the long term – sharing insights, building trust, constructively and openly tackling conflict in order to agree solutions > Helps others to understand the common ground <p>Actively addresses the needs of people in crisis</p> <ul style="list-style-type: none"> > Finds ways to define and continually improve services for people in crisis > Uses knowledge of the needs of people in crisis to feed into ongoing planning and shaping of services
Additional requirements	<ul style="list-style-type: none"> > Uphold the Fundamental Principles and act with integrity, in accordance with the Society's obligations and values (inclusive, compassionate, courageous, and dynamic) > Ensure anti-discriminatory practice and promote diversity. > Willingness to undertake travel throughout Scotland as agreed with manager.** > Willingness to work flexible hours on occasion with prior agreement of line manager > Occasionally support with emergency response operations, with prior agreement of line manager > Days of operation are Monday to Thursday

*NB All disabled candidates who meet the minimum criteria, denoted by **, will be short-listed for interview in line with our commitment under the two-tick symbol scheme.*