



Young Sea Changers Scotland

Young Sea Changers Trainee

SALARY: £13.45 / hour (Real Living Wage) + holiday pay

HOURS: 15 hours per week (work pattern to be agreed)*

REPORTS TO: YSCS Project Coordinator

LOCATION: Remote working, based in Scotland.

CONTRACT: 10-weeks (July-September)

This traineeship has been created as a positive action initiative to provide meaningful paid work experience for a young person (aged 18-25) from a Black, Asian or other minority ethnic background. This is because the marine sector has very poor racial diversity ([see here](#)), and we recognise that the lack of accessible entry-level opportunities is one of the barriers contributing to this underrepresentation.

ABOUT US

Young Sea Changers Scotland (YSCS) is a Scottish charity (SC052142) dedicated to equipping young people aged 16-25 with the knowledge, skills, and confidence to speak up for Scotland's seas and influence policy change. Our vision is for young people in Scotland, regardless of background or experience, to be empowered to have their voices heard in decisions about how our seas are managed.

JOB PURPOSE

We are seeking a talented and motivated individual whose skills and ideas will meaningfully strengthen our work and help shape how young people influence marine policy in Scotland. In this exciting role as **Young Sea Changers Trainee**, you'll help ensure young voices are at the heart of policymaking for Scotland's seas. You'll play an essential part in organising our annual Community Gathering and craft your own marine policy project, tailored to your interests and skills.

But this opportunity is more than just supporting our work – it's about your personal and professional growth. We are committed to helping you develop your skills, undertake training, build your professional network and are open to tailoring responsibilities that align with your unique interests and experiences for future employment.

If you're interested in a future job influencing change for our marine environment and advocating for better protection of Scotland's Seas, we would love to hear from you!

RESPONSIBILITIES

1. Assist with the organisation and delivery of our annual [Community Gathering](#) on 5th September in Edinburgh, including helping with programme planning, event promotion & logistics on the day.

2. With support from the YSCS team, develop and deliver a personal marine policy project that aligns with your interests, relevant policy opportunities and your personal skills development. This might be:
 - a. a policy brief
 - b. a consultation response
 - c. an advocacy toolkit
 - d. Creative communications, i.e. a short film or social media series
 - e. Something else related to your interests
3. Contribute to our Young Persons Policy Group (YPPG) by keeping an eye on marine policy developments and sharing relevant updates with the team, while facilitating youth-led advocacy activities and campaigns alongside our Youth Advocacy Officer.
4. Conduct induction calls with new YSCS members, introducing them to the organisation and supporting their engagement.
5. Attend introductory meetings with other marine organisations, supported and facilitated by the YSCS team, to build your professional network.
6. Undertake training courses and skill development relevant to your professional goals (small training budget provided).
7. Collaborate with the YSCS team on a range of tasks within the scope of this traineeship. This could include attending meetings, supporting advocacy activities, and contributing to internal groups such as our Equality, Diversity and Inclusion working group.

Person specification

Desirable** (*In priority order*)

- Interest or awareness in marine policy and environmental issues, particularly those affecting Scotland's seas.
- Interest or awareness in advocacy or campaigning, particularly around environmental or social causes.
- Basic IT skills and comfort using email and video calls to communicate digitally within teams.
- Comfortable interacting with colleagues, other young people, other organisations in a range of professional settings.
- Good organisational skills – for example, ability to prioritise time to different tasks and manage your workload effectively.

- Good written communication skills – for example, this could have been gained through writing for essays, social media, blogs, reports, or campaign materials.
- Basic creative or digital skills, like being able to create social media posts, design simple graphics, or edit videos.

Other

- Be eligible to work in the UK
- Be based in Scotland
- Be available to attend our Community Gathering on 5th September in Edinburgh (travel & accommodation costs will be provided if required)
- Access to a laptop and reasonable internet connection for remote working

**We are 4-day week organisation, so working hours between Mon-Thurs*

***As this is an entry-level role, we don't expect applicants to have any previous relevant experience and welcome applicants who may not possess all the desirable criteria, but who are passionate and believe they would be a strong fit for the role.*

Note that possessing a university degree is not required for this role.

Equality, Diversity & Inclusion

We are committed to developing an inclusive and diverse organisation, in which everyone feels supported, valued, and able to be their full selves. This position is specifically for a young person from a Black, Asian or other minority ethnic background as they are currently underrepresented in the sector. We are seeking a talented and motivated individual whose skills, ideas and lived experiences will meaningfully strengthen our work and will be an integral part of the YSCS team.

We recognise that accessibility is complex, and people may experience multiple barriers in the workplace. We are passionate about fostering a work environment that encourages different ways of working, so please contact us to discuss any additional support you may need to complete your application or work for us. For example, reasonable adjustments might include things like audio-dictation, regular check-ins, walking meetings, flexible working, set break times and other accommodations, however we will work with the individual to address their unique needs and ensure they are able to thrive.

WHY WORK WITH US

- Make a meaningful impact for young people to feel confident to speak up on marine issues they care about
- Gain valuable entry-level experience & training in a mission-driven organisation
- Be an integral part of a small, supportive team

WHAT WE WILL OFFER

- A flexible working pattern between Monday to Thursday
- A training allowance to help you develop essential skills
- One-to-one career support & mentoring throughout the traineeship
- Weekly facilitated connections with professionals in marine conservation & advocacy to expand your network

HOW TO APPLY

1. Send us a CV and a cover letter of no more than two sides of A4 to contact@youthforseas.org
2. Please also complete the [Equality, Diversity and Inclusion form](#).

Your CV and cover should detail:

- Your interest in the role
- Why you think you would be a strong fit for the role, using the criteria above and drawing on all forms of your experience whether personal, professional or voluntary (with examples)
- What you hope to get from the role (in terms of skills development & experience).

We also accept applications in other formats – such as visual, audio or video recording. Please keep these to less than 5 minutes and email to Sophie Plant at contact@youthforseas.org.

The Equality, Diversity and Inclusion form:

- This is for us to understand who is applying for this position so we can continue to improve our accessibility and inclusion.
- All questions have options not to respond so we'd really appreciate all applicants to complete this.
- *Note that this will not be linked to your application.*

Interview process:

- Shortlisted applicants will be invited to attend an informal interview and asked to complete a short, practical task ahead of the interview to simulate the tasks of the role.
- All shortlisted applicants will be provided with interview questions and details of the interview panel in advance.

KEY DATES

The closing date for applications is **Tuesday 19th May at 9am**.

We intend to hold informal the week commencing **1st June** via Zoom.



The role is anticipated to begin the week commencing **6th July** depending on the applicant's availability.

If you'd like to find out more, or for a chat about the role, do not hesitate to contact us!

Note that appointments will be subject to a [Disclosure Scotland](#) check and at least one reference, for example a previous employer, school teacher, volunteer coordinator or university lecturer.