

**SSF** ★

Transforming young lives  
through sport

CANDIDATE  
INFORMATION  
PACK

# SSF COMMUNITY CONNECTOR

## Glasgow

2025

CHARITY NO. SC034085

# Who we are

## Our vision

A world where young people fulfil their potential.

## Our mission

We use sport as a catalyst to enable young people to be healthier, more confident and more resilient, so they are better prepared to combat the effects of poverty, trauma and adversity.

## What we do

We enable young people, living in challenging environments, to become champions for good in society.

## We are

Connecting, listening, and acting.

Educating and enabling others to expand our impact.

Creating spaces for young people to feel safe and welcome.

Harnessing the power of sport.

# TRANSFORMING YOUNG LIVES THROUGH SPORT





# Structure of SSF



# Values and Benefits

We are proud to have a culture which is inclusive and collaborative, where our people are valued and supported to lead and develop ground breaking initiatives with young people and communities at the heart. The successful candidate will embody SSF's organisational values:

## Empathy

We are compassionate, understanding, always listening

## Leadership

We are decisive, ground-breaking, experts in what we do

## Inclusivity

We are diverse, equitable, Inclusive by design

## Passion

We approach our work with dedication, love and care

## Benefits of working with SSF:

- Living wage employer
- Staff uniform
- Flexi-working time and TOIL policies
- CPD and training support
- Auto-enrolment pension scheme
- 29 days including public holiday-pro rata and birthday/personal day
- Access to employee benefit system which includes cycle to work scheme, discounts and employee assistant programme
- Company enhanced leave including sickness, maternity/paternity leave, carers leave, miscarriage, parental bereavement and compassionate leave

# The Role

Position: **SSF Community Connector**

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Hours: **16 Hours Per Week**

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Contract: **Fixed Term until June 2026**

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Salary: **£12.88 per hour**

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Responsible to: **SSF New Scots Project Lead (Glasgow)**

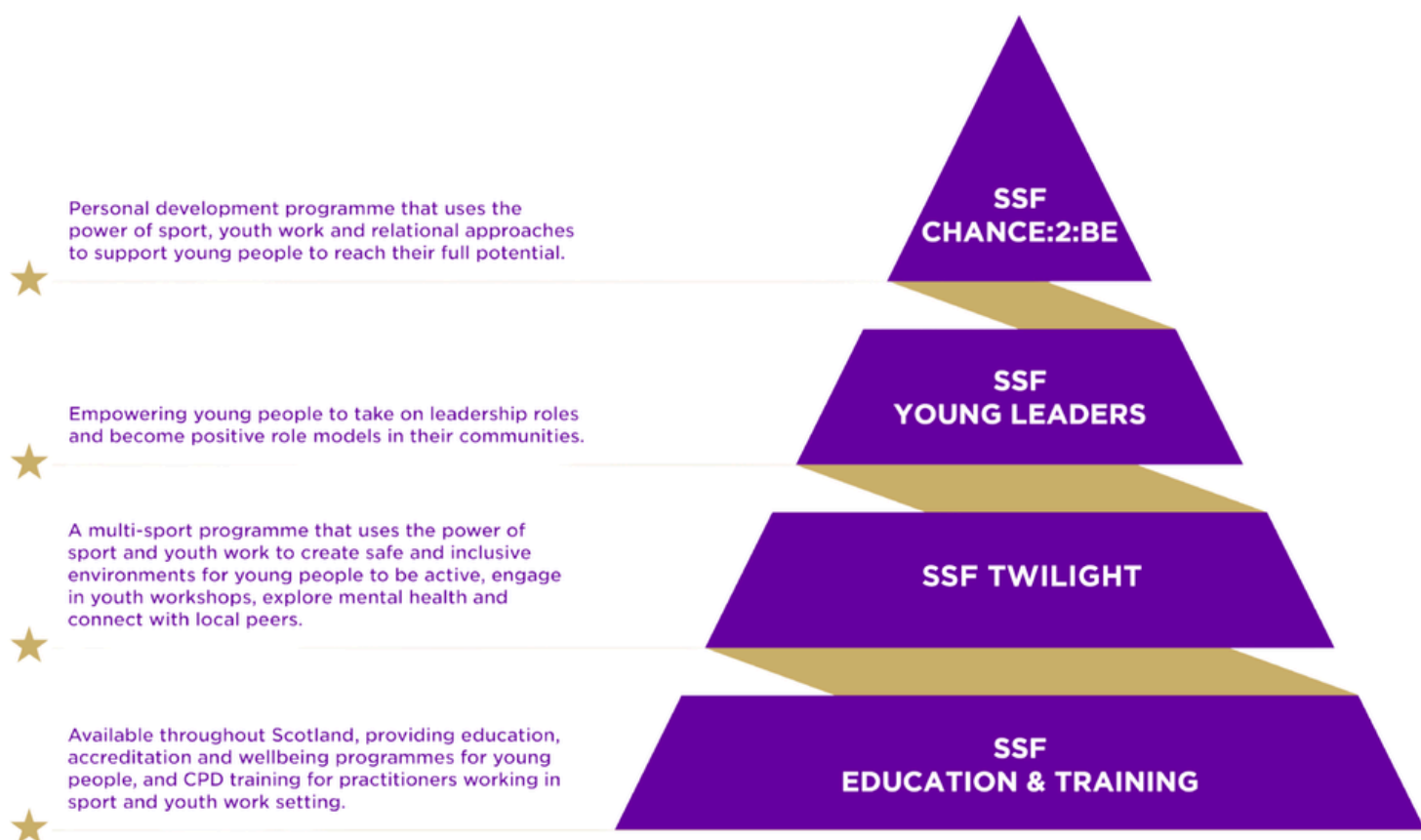
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Based: **Glasgow**



# Our programmes

We are working intensively to offer the full SSF "triangle" of provision across four local authorities: Glasgow, Fife, Stirling, and North Ayrshire. In addition, through our SSF Education & Training programme, we provide opportunities for young people across Scotland to take part in training and accreditation, as well as upskilling practitioners working with young people.





# Duties and Responsibilities

## The Role

As an SSF Community Connector, you will provide interpreting and translation to support high quality youth work and physical activity experiences for children and young people from refugee and asylum-seeking backgrounds (New Scots). You will have experience in delivering engaging sessions that are inclusive, accessible, and person-centred, with the ability to support young people to feel safe, welcome, and valued in their community.

The New Scots Project is a community-focused project designed to support the integration, wellbeing, and empowerment of young people and families who have recently arrived in Scotland. Using the power of sport and youth work, the project helps break down barriers, build relationships, and create spaces where New Scots can connect, thrive, and take part in meaningful activity.

We are looking for individuals who are positive, culturally aware, and passionate about inclusion. You will be confident working in partnership with local organisations, delivering youth-led activities, and using your language skills to support communication between families, young people, and services. Your role will include community interpreting, supporting session delivery, and acting as a trusted link between New Scots communities and SSF.

If you believe in the power of sport and youth work to make a real difference, and you want to help build stronger, more connected communities, we want to hear from you.

You will work towards the SSF goals of;

- Developing People
- Improving Health and Wellbeing
- Strengthening Communities

# Key Responsibilities

## Sport and Physical Activity

- To support the delivery of inclusive and culturally sensitive multisport sessions that promote participation, mental wellbeing, and community connection among New Scots young people and families.
- To make appropriate adaptations during sessions to ensure they are accessible, welcoming, and person-centred for participants from diverse cultural and linguistic backgrounds.
- To encourage regular participation in physical activity as a tool for integration, confidence-building, and wellbeing across generations.

## Skills Development

- To deliver and support engaging workshops that build essential life skills such as communication, teamwork, leadership, and problem-solving in both young people and family settings.
- To support the delivery of youth and community accreditations, helping participants gain recognition for their learning and development.
- To assist in planning and delivering local trips or excursions that promote inclusion, learning, and a sense of belonging for New Scots families.
- To deliver or support tailored mental health and wellbeing sessions, sensitive to the lived experiences of refugee and asylum-seeking communities.
- To engage participants in issue-based workshops focused on topics such as integration, community life, identity, inclusion, and rights.



# Key Responsibilities

## Mentoring and Guidance

- To provide a person-centred approach to working with young people and families, grounded in trauma-informed practice and cultural humility.
- To offer mentorship and a trusted point of contact, helping individuals navigate challenges related to resettlement, education, access to services, and social inclusion.
- To build and maintain positive, respectful relationships with both young people and their parents/carers, promoting trust, openness, and empowerment.
- To actively encourage participation in programmes by creating safe, supportive, and welcoming environments for all family members.
- To regularly listen to and consult with young people and families, offering opportunities for feedback, voice, and shared decision-making.
- To support with managing and mediating conflict when required, promoting constructive communication and community harmony.

## Community Engagement

- To act as a connector between New Scots families, local services, schools, and community partners, helping participants access relevant support and opportunities.
- To support community outreach, identify barriers to participation, and co-design inclusive solutions that increase engagement.
- To contribute to a stronger, more connected community by fostering collaboration and mutual understanding among diverse groups.

## Interpretation and Language Support

- To provide informal community interpretation and translation to support clear communication between families, SSF staff, partners, and other services.
- To ensure New Scots families understand programme information, session content, and available support, reducing language-related barriers to inclusion.
- To support the sharing of information and signposting to relevant services such as health, housing, education, and legal advice when appropriate.

## Role Modelling

- To be a positive role model and ambassador of SSF values: Empathy, Leadership, Inclusivity, and Passion—both within the team and the wider community.
- To represent SSF professionally at all times when working with young people, families, partners, and community stakeholders.
- To support and uphold an environment of mutual respect, dignity, and trust for all participants.

## Monitoring and Evaluation

- To support the monitoring and evaluation of the project by gathering feedback and outcomes from both young people and families, helping to shape the future development of the project.
- To contribute to the continual learning and improvement of the New Scots Project by reflecting on what works and sharing learning with the wider SSF team.

## Health and Safety

- To comply with all SSF policies and procedures, including safeguarding, health & safety, equality, and confidentiality policies.
- To ensure that all services and activities are delivered safely, respectfully, and in accordance with child and adult protection guidance.
- To appropriately report any safeguarding or wellbeing concerns involving young people or adults in line with SSF procedures.

## Training and Development

- To actively participate in ongoing personal and professional development, including relevant SSF and external training sessions.
- To contribute to a learning culture within the team, sharing insights, good practice, and knowledge gained through work with New Scots families.

# Person Specification

## Personal Qualities

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- Empathetic
- Passionate
- Inclusive
- Patient
- Adaptable & Flexible
- Caring
- Relatable/Lived Experience
- Approachable
- Effective Communicator
- Team worker

## Essential Skills, Knowledge & Experience

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- Experience delivering community-based sport or physical activity programmes for young people.
- Experience facilitating and delivering youth work sessions, with clear application of youth work principles.
- Experience acting as a community interpreter, with fluency in at least one of the following languages: Arabic, Tigrinya, Kurdish, Dari, Pashto, Ukrainian, Polish, Somali or similar.
- Proven experience engaging and supporting refugee and asylum-seeking communities (New Scots).
- Experience in managing conflict and de-escalating challenging behaviour among young people.
- Experience supporting the mental health and wellbeing of young people.

# Person Specification

## Essential Skills, Knowledge & Experience

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- Understanding of trauma-informed practice, particularly as it applies to those from displaced or conflict-affected backgrounds.
- Knowledge of the effects of poverty on individuals and communities, particularly in urban and underserved areas.
- Strong interpersonal and communication skills, with the ability to build trust with diverse communities.
- Ability to work independently and collaboratively, including with partners and stakeholders.
- Awareness and understanding of safeguarding responsibilities when working with vulnerable young people.



## Desirable Skills, Knowledge & Experience

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- Lived experience as a refugee, asylum seeker, or from a New Scots background.
- Formal certification in translation or community interpreting.
- Experience of working in partnership with third-sector organisations or statutory services.
- Understanding of Scotland's New Scots Integration Strategy and its implications at a community level.
- Experience supporting young people in navigating education, employment, or housing systems.
- First Aid, Mental Health First Aid, or Child Protection training.
- Ability to facilitate or co-facilitate community consultations, events, or youth voice sessions.
- Competency in using digital tools for communication, session planning, and reporting (e.g., Microsoft Office).

# How to Apply

**To apply for this post, please submit a Cover Letter and CV highlighting your skills and experience.**

If there is anything we can do to make your application or interview process more accessible please get in touch with [recruitment@ssf.org.uk](mailto:recruitment@ssf.org.uk). The examples could include, but are not limited to: video application, BSL interpreter, interview coach and remote interview.

The closing date for applications is  
**Wednesday 10th of September 2025 at 5pm.**

Completed CV's and Cover Letters should be sent to:  
[recruitment@ssf.org.uk](mailto:recruitment@ssf.org.uk).

We will then shortlist all applications within a week of the closing date, so please double check your contact details on your application as we will be in touch regardless of the outcome.

**From there, if your application is shortlisted, we will invite you to attend a interview week commencing 15th of September.**

For discussion about the role, or for any additional information, please contact:

**SSF New Scots Project Lead (Glasgow) Ahmed Mumin**  
**[ahmed@ssf.org.uk](mailto:ahmed@ssf.org.uk)**  
**07597578860**

# Guidance

The information you supply in your CV and Cover Letter will enable the interview panel to decide whether to invite you to an interview. Before you submit your CV, please read the guidance notes below.

## Your application

Read all the information about the job which is provided in the information pack. Tell us about any education and training that you have received, as well as any relevant experience in your present or previous jobs. If you have other experience out with paid jobs, tell us about the skills and knowledge you have gained from that too.

## Referees


Please give details of two referees. One referee must be your current or most recent employer. The nominated referees should be someone with line management responsibility who has supervised your work, a university or college tutor, or a person within the Human Resources department within the organisation/company. We will not accept personal references.

Referees will not be approached prior to interview.

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