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Participation Practice Advisor

Department	Centre for Excellence for Children's Care and Protection (CELCIS) (www.celcis.org/)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Administrative and Professional	Reference No	834632
Reports To	Participation Practice Lead	Grade	7
Salary Range	£37,694 - £46,049	Contract Type	Open Contract
FTE	1 (35 hours/week)	Closing Date	26/08/2026
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1 FTE) will be spent working on-site (with flexibility as appropriate).		
Work Location	Glasgow		



Job Advert

Change-makers sought! Do you want to help Scotland to Keep The Promise?

At CELCIS, we are driven by a powerful ambition: to create lasting, transformational change in the lives of children, young people, and families.

At the heart of this ambition is our unwavering commitment to ensuring that the voices, experiences, and rights of people with lived experience of support, care or protection services are not only heard, but understood so that these can meaningfully shape the decisions, services, and systems that affect their daily lives. And we are committed to embedding lived experience throughout CELCIS - ensuring it informs and influences our internal culture, our ways of working, and our activity, from policy and research to practice improvement and system change.

The successful candidate will build on the strong foundations on participatory practice that have been established at CELCIS.

Supporting the delivery of our strategic approach to embed the voices and experiences of children and families, our Participation Practice Advisor will work with our experienced, multidisciplinary teams across CELCIS, and work in partnership with organisations and the children's services workforce across Scotland and beyond.

This role will have an emphasis on creating the spaces and resources which will equip and enable colleagues and stakeholders to develop good practice and knowledge. In this role, you'll support the workforce to create readiness and build the confidence, skills, and culture needed to involve people with lived experience in safe, ethical, and meaningful ways. You'll design and facilitate reflective learning spaces, co-production activities, and inclusive activities that are trauma-informed and rights-based.

We're looking for someone who brings integrity, and deep understanding of this work, someone who has "walked the walk" in Community Learning and Development, or a related field, who is passionate about creating the conditions where children, young people and families are truly seen, heard, and valued.

You'll be a trusted, skilled facilitator, and a passionate advocate for children's rights and wellbeing.

Applicants with lived experience of support, care or protection services are welcomed and valued.

Job Description

Brief Outline of Job:

Real change happens when the voices and experiences of children, young people, parents, and carers with lived experience of support, care, and protection services are meaningfully heard and valued within system change and improvement efforts. This role sits within the team leading CELCIS's strategic approach to involvement and participation, ensuring that our work and change and improvement efforts across Scotland and beyond is driven by what matters most to those who have experienced these services first-hand.

The postholder will deliver CELCIS's involvement and participation plan in line with our Strategy and Business Plan.

CELCIS does not deliver services directly to children and families, we work through and alongside the workforce, organisations, and systems that support children and families.

Externally, the postholder will build strong partnerships, influence national conversations, and support the workforce to reflect, learn, and improve

Internally, the postholder will support the work to shape CELCIS's culture and practice, ensuring lived experience is a visible, valued and embedded throughout our work. They will work closely with CELCIS's own highly experienced, multidisciplinary team, bringing together expertise in social work, education, health, research, and implementation.

Central to this role is a commitment to trauma-informed practice, safeguarding, and emotional wellbeing, ensuring that all involvement is safe, respectful, and supportive for everyone.

Main Activities/Responsibilities:

1. Lead the planning, coordination and delivery of activities with colleagues internally and externally as part of CELCIS's strategic approach and workplan to embed the voices and experiences of people with lived experience and improve practice.
2. Develop, facilitate and evaluate learning, reflection and improvement activities that build confidence and capability in participatory practice and realising children's rights.
3. Design and develop practical resources and learning materials to help equip and strengthen participatory practice among the workforce when engaging with people with lived experience.
4. Provide specialist participation advice and practical support to colleagues across research, policy, learning and improvement activity.
5. Lead on the planning, coordination and delivery of CELCIS's lived experience model, contributing a diverse range of creative and/or inclusive methods of involvement to shape or inform aspects of our work. This could be through advisory groups, co-design activities or other innovative approaches and projects.
6. Contribute to the development of proposals, partnerships and commissioned work in alignment with CELCIS's strategic priorities and values.
7. Ensure participation activities are planned and delivered in ways that are trauma-informed, emotionally safe, and supported by appropriate safeguarding and wellbeing practices.
8. Develop and maintain effective relationships with key stakeholders and partners to support collaboration and improvement in participation practice
9. Represent CELCIS at local and national networks, forums and working groups, contributing expertise and sharing learning on participation practice.
10. Support evaluation activities, using feedback, evidence and learning to inform future ways of working and continuous improvement
11. Promote and support CELCIS' mission, vision, values, by personal example and quality of contribution, promoting a culture of continuous improvement.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

- E1 A relevant degree and/or appropriate professional qualification in Community Learning and Development or relevant discipline and relevant employment in a similar role. Alternatively, significant and relevant experience in directly relevant roles.
- D1 A relevant post graduate qualification.

Experience

- E2 Significant experience of designing and delivering participation or involvement activities with people with lived experience of support, care and protection services

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- E3 Experience of facilitating engagement, co-production, learning or reflective practice activities with diverse groups of stakeholders, and with a wide range of beliefs and experiences.
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- E4 Experience of working collaboratively across multidisciplinary teams and/or partner organisations.
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- E5 Track record of developing practical resources, tools, guidance or learning materials to support learning and development.
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- E6 Proven track record of managing safeguarding and wellbeing.
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- E7 Experience of gathering, analysing and interpreting qualitative information, insights or feedback to inform improvements.
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- E8 Experience of planning and delivering community led work programmes, projects or workstreams, managing competing priorities and meeting deadlines.
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- D2 Experience of working with children or young people who are less frequently heard, for example very young children, children with disabilities or additional support needs.
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- D3 Experience of contributing to funding proposals, commissioned work or income-generation activity.
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- D4 Experience of developing or delivering workforce learning, training or capacity-building initiatives.
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Job Related Skills and Achievements

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- E9 Knowledge of the Scottish children's sector (for example children's services, health, or education) and landscape across , including The Promise, UNCRC and relevant policy developments.
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- E10 Excellent interpersonal and relationship-building skills, with the ability to engage confidently with a diverse range of stakeholders, including children, young people and families.
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- D5 Excellent communication and writing skills, with ability to analyse and translate complex information into briefings and reports for a range of purposes and audiences
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Personal Attributes

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- E11 An understanding of the role participation plays in supporting system change and improvement from a children's rights perspective.
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- E12 A strong value base and commitment to promoting participation, inclusion, children's rights and the meaningful involvement of people with lived experience.
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- E13 Demonstrates the capacity for reflective practice, and the ability to give and receive feedback.
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- E14 Ability to be flexible and adaptable to changing priorities and work
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- E15 A strong commitment to a culture of continuous learning and improvement.
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Other Relevant Factors

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- E16 A PVG check is required for this role.
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- D6 Lived experience of support, care or protection services is welcomed and valued.
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Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

The University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you require any reasonable adjustments or support at any stage of the recruitment or application process, please contact us at humanresources@strath.ac.uk, and we will be happy to assist you. This includes supporting you with the option to submit a paper application or a CV instead of completing the online application form.

Applicants may use tools such as AI to support their application; however, all submissions must accurately reflect their own experience and understanding. The University reserves the right to verify the authenticity of application materials and may reject applications where concerns arise.

Please note this role does not meet the requirements for sponsorship under the Skilled Worker visa route. Candidates are welcome to apply if they have an alternative right to work for this role.

Interviews

Formal interviews for this post will be held on 17 September 2026

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Craig McCreadie, Participation Practice Lead (craig.mccreadie@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
 - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
 - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
 - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.

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- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

PVG Check

This position is defined as a regulated role under the Disclosure (Scotland) Act 2020 making it a legislative requirement that the successful candidate is a member of the Protecting Vulnerable Groups (PVG) Scheme for the relevant group (children and/or protected adults). A start date will not be confirmed until this process had been completed and deemed satisfactory by the University.

Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

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The University currently holds an [Athena Swan Silver award](#), recognising our commitment to support and transform gender equality within higher education and research.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.



Conditions of Employment

Administrative and Professional Services Staff Grades 6 and above

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/policies/. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/staff/policies/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/staff/policies/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to 11 public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for 4 additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to 5 days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of 5 days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2026 is £74,208 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the [Pensions SharePoint \(staff login required\)](#). Full information regarding USS can be found on the USS website – www.uss.co.uk.

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/staff/policies/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month's notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

Revised April 2026