



APPLICATION PACK

FEARLESS YOUTH LEAD - SCOTLAND

Speak up. Stay safe. Join us.

Fixed Term Contract (FTC) to 31st March 2029

Full time

£36,000 - £38,000 DOE

What's Inside?



2 Welcome from Mark Hallas, CEO



3 Our Vision, Mission & Values



4 About the role



5 Key responsibilities



7 Person specification



8 Competencies



9 Staff structure



10 Our offer



11 How to apply

Welcome from the CEO



The information given to us anonymously, stops criminals in their tracks and ensures justice is served for victims and their families.

We're an independent charity that gives people the power to speak up and stop crime, 100% anonymously.

Crimestoppers provides a voice to the disenfranchised, reaching out to people who want to do the right thing but can't quite bring themselves to talk to the police directly, either out of circumstance or other factors.

Our charity status and guarantee of anonymity encourages people to report what they've seen, know or heard. It helps prevent crime with no repercussions on the individual at all. We are, and always have been, inclusive: we don't judge – we're here for everyone who needs us, anonymously.

The information we are given covers everything from murder and serious assaults, firearms, domestic abuse, modern slavery, to drugs including exploitation and gang violence, we even process time critical intelligence that helps save lives.

Crimestoppers started as a modest phone hotline, now it's a 24/7 service with a national UK Contact Centre staffed by specially trained, non-police staff.

Our promise is clear: **No police. No courts. No witness statements.**

Simply put, there's no comeback. We've always kept our promise of anonymity to the millions of people who have used our service.

If you want to help us reach more people in need, then you might be the person we are looking for.

Best wishes

Mark Hallas, Chief Executive, Crimestoppers Trust.

Our Vision

Everyone has the right to feel safe from crime, wherever they live.

Our Mission

We're an independent charity that gives you the power to speak up to stop crime, 100% anonymously.

Whoever you are, wherever you live, from communities to companies.

By phone and online, 24/7, 365 days a year.

We also share advice on how to protect the people you care about from crime, so everyone can feel safe.

Our Values

- ▶ We care
- ▶ We're inclusive
- ▶ We're determined
- ▶ We're trustworthy

About the role

Job Title: Fearless Youth Lead - Scotland

Purpose: As a Fearless Youth Lead , you will deliver on a national engagement plan and lead a team who help young people to understand different crime topics and break down the barriers to reporting crime.

Reports to: Regional Manager

Location: Scotland Glasgow/Edinburgh with regular travel

Contract: FTC to 31st March 2029

Salary: £36,000 - £38,000 DOE

Hours: 37.5.hours – full time, fixed term contract until March 2029

DBS/PVG required: Yes

Key Responsibilities

- In line with Fearless/Crimestoppers Scotland and UK strategy, devise and deliver an annual, national Fearless Scotland youth engagement plan for young people, Scottish Government and other key stakeholders
- Plan and deliver a series of Fearless campaigns with expert partners to reach young people, supporting the work of key stakeholders including the Scottish Government and Police Scotland.
- Lead the delivery of Fearless Scotland's Cashback team and programme, working with young people involved in community justice settings.
- Develop relationships with young people across Scotland to ensure their lived experiences and ideas help shape Fearless future activity.
- Liaise with Scottish Government policy areas and develop relationships within key directorates.
- Support and co-ordinate campaigns and outreach activity with Crimestoppers Scotland.
- To produce campaign reports for funders and stakeholders and produce quarterly reports in line with Scottish Government reporting schedule.
- Liaise with Police Scotland's National Safer Communities and Corporate Communications to support divisions in sharing Fearless across Scotland.
- Create and develop organisational partnerships to support the national approach to 'Supporting Children and Young People.'

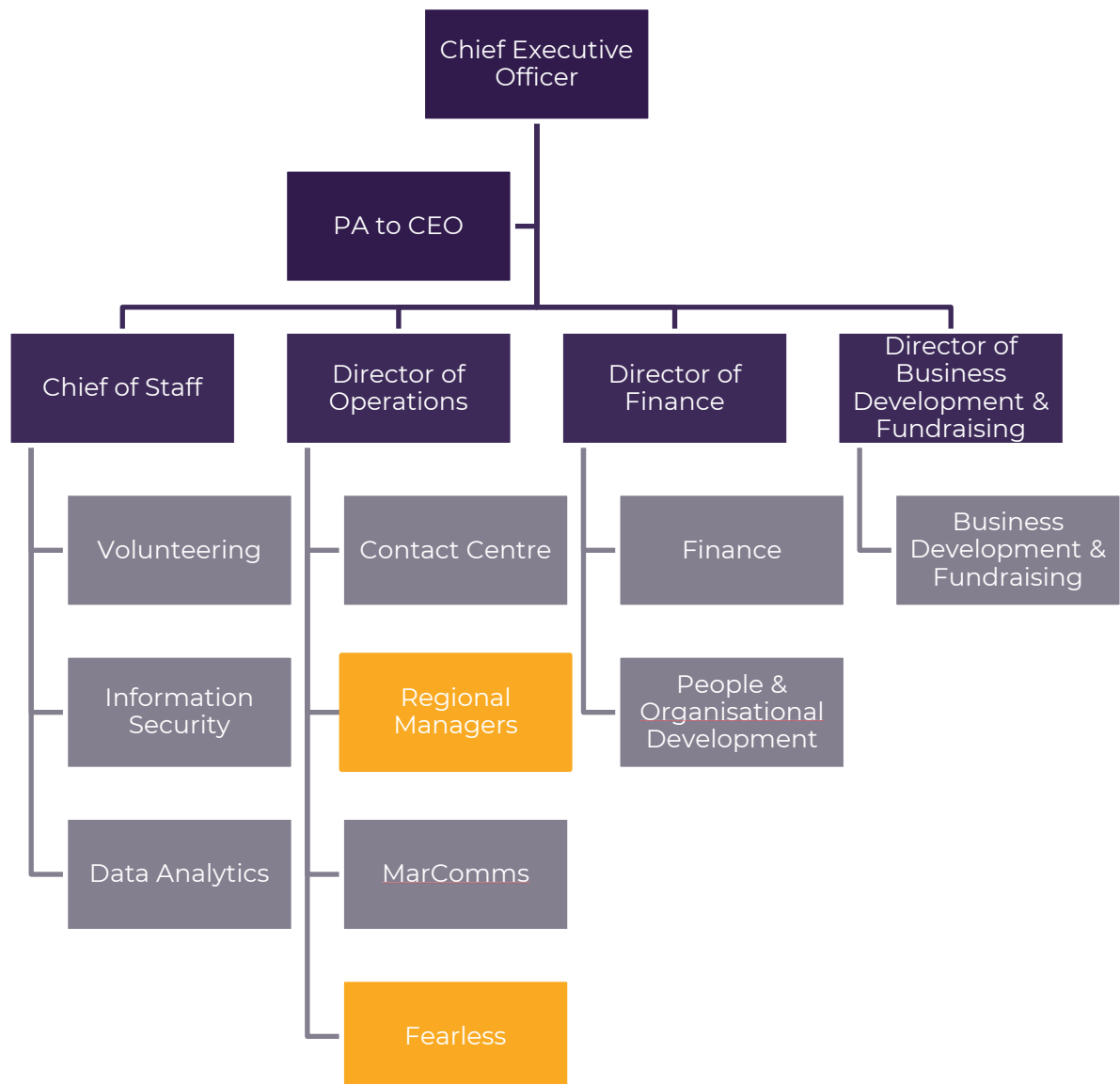
- Source and secure funding to develop Fearless campaigns, projects and activities.
- To develop Fearless youth volunteering (ambassadors)
- Line management of a small number of Fearless Youth Coordinators based in Scotland.

Person Specification

- Significant experience of working with young people
(**Essential**)
- Understanding of Curriculum for Excellence including outcomes and experiences (**Essential**)
- Professional qualification in Youth Work, Teaching or equivalent (**Desirable**)
- Understanding of key crime issues experienced by young people (**Essential**)
- Understanding of the impact of serious, organised crime and serious violence on young people (**Essential**)
- Good understanding of the criminal justice system within Scotland including how secure care and community justice settings operate (**Desirable**)
- Training and understanding of Safeguarding (**Essential**)
- Experience of developing and delivering workshops
(**Desirable**)

- Experience of working in a school environment (**Desirable**)
- Confident and organised individual (**Essential**)
- Excellent communication and interpersonal skills with the ability to work and communicate with a variety of different audiences and stakeholders (**Essential**)
- Experience in evaluating outcomes (**Desirable**)
- Experience in peer review/assessment in line with professional standards (**Desirable**)
- Experience of writing media releases and conducting interviews (**Desirable**)
- Must be able to travel to schools throughout the area (**Essential**)
- First aid qualification (**Desirable**)
- Ability to acquire Enhanced Disclosure Scotland certificate for work with children and vulnerable adults (**Essential**)
- Line management experience to recruit, support, develop and assist team delivering programme activity (**Essential**)

Staff structure



Our offer

Together we'll be helping to keep people safe, but what else do we offer our employees?



Generous holiday allowance



3 days paid volunteering leave



Access to benefits platform CS Advantage & Tickets for Good



Employee Assistance Programme - Wisdom



4% pension contributions, with salary exchange option



Life insurance worth x2 your salary



Learning & development pathways and opportunities



Service length rewards at 2, 5 10, 15 years and beyond



Annual social events



Cycle loan scheme and travel loan scheme



Free car-parking



Free annual flu vaccination and eye test

How to Apply

How to apply

Visit and apply via our website here:

<https://crimestoppers.occupop-careers.com/>

Closing date

28th September 2026, although the advert may close earlier depending on the number of applications received.

Interviews

Provisionally set for w/c 5th October 2026. Successful applicants will be notified after the shortlisting process.

More information

To have an informal conversation regarding the role or if you require further details, please email the People & Organisational Development team on [**recruitment@crimestoppers-uk.org**](mailto:recruitment@crimestoppers-uk.org)