



Ending All Forms of Violence Against Sex Workers

Vocational Support Services (VSS) Delivery and Development Assistant

National Ugly Mugs

Job Title: Vocational Support Services (VSS) Delivery and Development Assistant

Salary: Actual salary is £16,500 per year (FTE £27,500).

Contract/Hours: 3 days per week / 0.6 FTE. The normal working week is 22.5 hours.

The role will typically operate during standard working hours, with flexibility required to work occasional evenings and weekends in line with service demand. This may include delivery of sessions, events or responding to emerging needs. Working patterns will be agreed in advance and supported through TOIL or flexible scheduling.

Annual Leave: FTE annual leave entitlement is 23 days pro rata plus public and bank holidays.

Pension: Pension contributions of 5% per month will be paid by NUM and 3% per month will be deducted from salary.

About NUM:

National Ugly Mugs (NUM) is a UK-wide charity which delivers a holistic safety, wellbeing and economic support model for sex workers, combining digital harm prevention, specialist casework, mental health support and pathways to economic stability. Activities are delivered UK-wide via a digital platform, remote services, and in-person hubs. We run a wellbeing drop-in service in Glasgow and other in-person services and events in Manchester and London. We have developed Vocational Support Services for those exploring careers both in and outside of sex industries and we run a Racial Justice project that makes visible the lived experiences of harm among racialised sex workers towards systems change.

NUM values those with lived experience in sex industries and work with them to shape services and responses, conduct research, develop education packages, and participate in policy advocacy to change the conditions that lead to survival sex work, gain rights and recognition, and improve the safety of UK-based sex workers.



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NUM is run by our CEO and governance is provided by a Board of Trustees.

About NUMbrella Lane:

NUMbrella Lane (NBL) is one of few sex worker-led services in Scotland. It has been operating since 2022 after NUM took over aspects of the programming from the charity that ran Umbrella Lane. Since then, the project has evolved to provide in-person health and wellbeing support to Scotland-based sex workers and host events and outings within the community with a focus on community connectivity, reducing isolation and addressing root causes of interpersonal and intersectional violence.

Base & logistics for the post:

Activities are delivered UK-wide via a digital platform, remote services, and in-person hubs. NUM delivers its services UK-wide through a combination of digital resources, remote services and in-person hubs, including NUMbrella Lane in Glasgow. Staff work on a hybrid basis, with the balance of home and location based working based on business needs. This role is primarily in person at our Glasgow venue, with occasional travel possible for meetings, events, and outreach. There is some flexibility for working from home on tasks for which a physical presence in the Glasgow base is not required.

Background:

The main purpose of the Vocational Support Delivery and Development Assistant is to provide trauma-informed, non-judgemental vocational support to sex workers in Scotland. Support members to access tools, resources and pathways to income stability, career development and community-based opportunities.

Key Responsibilities:

- Deliver 1:1 and group-based vocational support (CVs, learning pathways, financial literacy) in person and online
- Facilitate workshops and peer-led sessions
- Run regular in person drop in sessions, responding to community needs
- Connect members with suitable training, employment, or educational opportunities.
- Assist with developing bespoke tools and resources in response to feedback
- Capture member progress via NUM's evaluation frameworks and build a case study library
- Contribute to cross-team collaboration (casework, mental health, drop-ins) and promote services to members



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- Contribute to the day to day running of NUMBrella Lane, which may look different week to week

Skills and Experience:

Essential:

- Ability to engage in a confident and empathetic manner with community members facing barriers to accessing mainstream services and employment
- Facilitation of groups in person and online, including speaking, presenting, leading discussions, requesting feedback, distributing digital and physical resources, and upholding a value-led safer space
- Ability to work in a team and collaborate with colleagues on shared projects
- Willingness to switch tasks according to priority, and to undertake a range of logistical, administrative and practical activities to contribute to the day to day running of the services
- An understanding of and alignment with NUM's core values
- A commitment to learning and personal skill development
- Fluent spoken and written English
- Proficiency in the use of digital platforms such as Zoom, Google Suite, Canva, and Slack

Desirable:

Experience or skills which would strengthen your application, but for which development is supported in post

- Experience in or knowledge of adult industries. We value lived experience and welcome applicants with insight into the sector, but we do not require applicants to disclose personal histories
- An understanding of recruitment, HR practice, The Equality Act, The Employment Rights Act, DBS / Disclosure Scotland, and legislation surrounding sex work
- A working knowledge of safeguarding
- Skills (or an interest in developing skills) in WordPress, graphic design, and creative workshop facilitation
- Experience in community outreach activities and/or building partnerships with other organisations
- Experience in supporting people to explore and pursue vocational/educational opportunities
- Ability in languages other than English is beneficial but not required.



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You may have developed these skills through employment, self employment, volunteering, education, or community activism. Not having experience in traditional mainstream employment should not discourage you from applying for this role.

If you are passionate about NUM's mission to 'end all forms of violence against sex workers' we would love for you to hear from you.

HOW TO APPLY

Applications close on 27th April 2026 at 5pm BST.

You can apply via Charity Jobs or by sending an email to [admin\[at\]nationaluglymugs\[dot\]org](mailto:admin@nationaluglymugs.org) with your name and 'VSS Assistant' in the subject line.

Please include a CV (max 3 pages) and a letter (max 2 pages) describing your suitability for the role. The letter should address the points in the 'Skills and Experience' section of this posting.

Please also include two references (including your most recent employer or any organisations you currently or have recently volunteered for) and an indication of when they can be contacted. Please note: We will not contact your referees until after an offer is made.

We will let you know by 1st May if you have been selected for an interview. Interviews are planned to take place on the 8th of May in Glasgow.