



Person Specification

Rape Crisis Scotland (RCS)

Lived experience representative (remunerated)

About you

RCS are seeking to appoint an adult with lived experience of rape or sexual assault, who has a specific interest in SARCS and related services.

You will not be asked to give an account of your experience of accessing healthcare or forensic medical services following a rape or sexual assault as part of this application.

Essential Criteria:

- Lived experience of accessing healthcare or forensic medical services in Scotland following a rape or sexual assault.
- Personal resilience and an understanding of how to take care of yourself while navigating difficult conversations.
- Ability to express your own views and those of others and having confidence to ask questions in meetings attended by a range of professionals.
- Experience of collaborative team working and of representing your views in a formal setting.
- Experience of evaluating information to contribute to decisions on key priorities, considering available resources.
- Ability to work within RCS systems and processes, including confidentiality and data protection policies.

Desirable Criteria:

- Previous experience in representing your views as a person with lived experience of rape or sexual assault (and/or the views of others).

Time commitment

The post holder will be expected to attend quarterly meetings of the SARCS Network Oversight Board (duration approximately 2 hours); to undertake the necessary preparation for these meetings and to carry out any relevant follow up actions. There may also be opportunities to contribute to the Network working groups, however this is not a core requirement of the role.

A flexible working pattern can be agreed between Monday and Friday to accommodate other commitments. No weekend or evening working is required.

Payment



This contract offers reimbursement of £150 per day or £75 per half day, as well as reasonable travel expenses.

A payment will be made for a maximum of 2 full days per calendar month (around 14 hours) to undertake the above activities.

If required, IT equipment will be provided to enable the postholder to carry out the role.

Location

The majority of work will be undertaken virtually over MS Teams, however there will be a need for occasional travel to Edinburgh or Glasgow for face to face meetings. In addition, the post holder will have the opportunity to attend site visits to SARCS across Scotland as and when required.

Further information and support

- We would recommend a break of at least 2 years between the end of any therapeutic support you have received in relation to your own experience, before applying for this role. If you are unsure, please contact the RCS Participation Coordinator before applying: **ciara.maguire@rapecrisisscotland.org.uk**
- If criminal proceedings relating to your experience are on-going, we recommend that you do not apply for this role, to avoid any potential risk that participation in the SARCS Network could impact on any court proceedings.
- An RCS Participation Worker will ensure that the post holder feels safe and supported whilst undertaking their duties (for example, to help prepare for, attend and participate in meetings of the SARCS Network).
- Appropriate training and induction will be provided to ensure the postholder has the specific knowledge and understanding required to undertake this role.
- If you have any questions prior to applying contact **ciara.maguire@rapecrisisscotland.org.uk**
- If you do not feel able to fulfil the requirements of this role but would like to share your own personal experiences or be involved in a different way, please email: **ciara.maguire@rapecrisisscotland.org.uk**.



Insert RCS logo / NSN logo?

Application Information

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Stage 1 – Written Application

Applicants are asked to write a personal statement, covering the three following criteria (please provide approximately 200 words for **each**):

- the skills and personal qualities you could bring to this role;
- an example of where you have worked as part of a team in a work environment and
- an example of where you have represented your views in a formal setting.

Your personal statement should be no more than 600 words in total.

Applicants are encouraged to draw on the person specification to prepare their personal statement.

Please do not feel that you need to give a personal account of your lived experience as part of this application.

Closing date

Please email your statement to recruitment@rapecrisisscotland.org.uk by **12pm (noon) on February 24th 2026**.

The applications will be reviewed by a panel, and the most suitable candidates will progress to the second stage of the process.

Stage 2 – Informal panel discussion

Applicants will be invited to an informal panel discussion. The purpose of this will be to:

- enable the panel to explore the applicant's suitability for the post and to seek further information about the examples provided in their personal statement;
- have a broader discussion about what the post will involve;
- ensure that the applicant feels comfortable interacting with the team and wants to progress their application;
- provide an opportunity for the applicant to ask any questions they may have.

The discussion will take around 45 minutes and will ideally be conducted face to face in either Edinburgh or Glasgow. If required, this discussion can be done via MS Teams.



Stage 3 – Outcome

RCS will appoint the most suitable applicant in consultation with the panel.

All applicants will receive a response to their application regardless of the outcome.

Further information will be provided to the successful candidate about start date, training and induction etc.