



Job Title : Development Manager (Education).

Salary : £33,780

Term : 3 Years Fixed Term (with opportunity for extension dependent on funding).

Hours : 37.5 p/week (home/flexible working encouraged).

Introduction

The Clyde Fishermen's Trust (CFT) was established in 2016 by local fishermen and community members with the aim of empowering coastal communities throughout the Clyde through developing projects across the arts, heritage, education, science and community development. Since then, we have greatly expanded our focus delivering a wide range of projects that holistically address the unique challenges faced by Clyde coastal communities. More information about current projects can be found on our [website](#).

Background

Within coastal communities across the Clyde, there is a critical lack of employment and training opportunities for young people outside of traditional academic pathways such as school, college, and university. This scarcity of opportunities directly contributes to depopulation, as young people are forced to leave the areas in which they grew up in search of work or further education. The resulting demographic shift further amplifies existing issues within these communities such as increased poverty, widening inequalities, and the erosion of local services and infrastructure catering to permanent residents. The combination of these factors creates a vicious cycle that threatens the long-term sustainability of the Clyde coastal communities.

Alongside this, the west coast fishing industry struggles with significant labour shortages. Traditionally, recruitment into the fishing industry is done through family connection or word of mouth. This has led to a chronic lack of trained crew on the west coast of Scotland, further compounded by post-Brexit changes to immigration, resulting in many fishing boats regularly being unable to find enough crew to go out to sea. Additionally, with the average age of Clyde skippers being around 60, there is an urgent need to attract new talent to the industry to both ensure its survival and progress it into the future.

In 2022, the CFT established a new training programme - the Clyde Coastal Training Scheme (CCTS), which seeks to address both of these significant issues by providing local young people (aged 16-25), with the hands-on experience, certifications and training required to pursue a career within the fishing and wider marine industries.

Young people aged 16-25 are recruited into the programme through referrals from local schools, Skills Development Scotland (SDS), and self-referral via an online application form. Each participant engages in a fully-funded, three-week residential course in which they work toward the four certifications needed to work on board any vessel and learn practical skills such as net making and rope work. Upon successful completion of the training, participants take part in a four-week work placement onboard a fishing vessel, providing them with on-the-job training and experience. Throughout the CCTS, participants are supported by an Employability Officer who provides advice, employability skills training and assists each young person in finding work.

Since the programme's inception in 2022, we have gone on to deliver courses across the Clyde working closely with a wide range of partners including Argyll and Bute Council, Skills Development Scotland, FITA and Seafish. So far, we have completed five CCTS programmes with over 90% of participants retaining employment within the fishing or wider marine industries. We are now seeking a highly motivated, organised and skilled individual to further the development of our programme.

Job Purpose

The primary purpose of the role is to develop the existing CCTS into a regular, formalised, apprenticeship-style model. Over a three year period, the post holder will undertake the research, engagement, development and implementation needed to establish and manage the new CCTS model within the Clyde. One potential successful model we have looked to is the [Fishing Apprenticeship](#) scheme recently set up in South Devon. However, we are keen for the post holder to work flexibly and creatively to develop a pathway which best meets the needs of local young people, coastal communities and marine businesses.

Alongside this, the post holder will be responsible for increasing access for local young people to the wider marine industries and Blue Economy. This will include leading on cross-industry partnership building, advocacy, coordinating meetings and identifying and developing potential projects to take forward

Finally, the post holder will be required to oversee the running of the existing CCTS programme. This will include project management, marketing, coordinating school visits, developing new and existing stakeholder partnerships, fundraising and general administration.

Proposed Timeline with Milestones

Year 1

- Conduct a comprehensive body of research on similar marine training programmes, both within the UK and globally.
- Initiate and complete consultation with stakeholders, including local marine businesses, schools, colleges, young people, third sector organisations and local and national governmental bodies. Establish partnerships (industry, college etc) dependant on the pathway model, to co-deliver the project.
- Develop a strategic multi-year plan to develop the CCTS into a formalised pathway, incorporating feedback from stakeholders.
- Set up and oversee the new youth steering group comprised of current and former members of the CCTS programme.
- Research and secure new funding streams for both the existing programme and future development.
- Design the curriculum, delivery model of the new pathway and monitoring and evaluation framework in collaboration with delivery partners.
- Develop and implement a comprehensive marketing and recruitment strategy to promote the new CCTS pathway, including school visits, digital and print.
- Secure long-term (around 8-month) suitable industry placements for young people on the course and manage health & safety, insurance and financial considerations.

Year 2

- Launch (Presumed September 2025) and project manage the new CCTS pathway including overseeing all aspects of day-to-day running, staff recruitment, staff management, finances, marketing, press, continuous monitoring and evaluation.
- Continued engagement and development of relationships with stakeholders, press, funders, local/national government to promote and ensure the continuation of the programme.
- Securing funding for the continuation of the project, including developing new funding streams and partnerships.
- Robust evaluation of monitoring and evaluation at the completion of the first new CCTS pathway (presumed April 2026).
- Incorporation of evaluation into the design of the second new CCTS pathway in partnership with stakeholders, youth steering group and delivery partners.
- Undertake consultation w/ youth steering group on the marketing and recruitment strategy to promote the second new CCTS pathway.

Year 3

- Launch (Presumed September 2026) and project manage the second new CCTS pathway including overseeing all aspects of day-to-day running, staff recruitment, finances, marketing, press, continuous monitoring and evaluation.
- Ensure the projects legacy through securing long-term funding and developing a new strategic 5-year plan.
- Evaluate all monitoring information for the full project, producing a final project report to share with stakeholders and delivery partners.
- Sharing of learning and best practice with groups across the UK to allow others to replicate the model.

General Responsibilities

- Overseeing the running of existing CCTS programmes, ensuring a smooth transition to the new model.
- Advocating on behalf of the Clyde fisheries and Clyde coastal communities at a local, national and international level.
- Advocating for the increased access to Blue Economy and marine industry jobs for local young people, including arranging meetings, building partnerships, developing projects.
- Attending general CFT meetings where required.

Skills

| Essential | Desirable |
|--|---|
| Significant experience (2+ years) in developing and managing third-sector projects OR Significant experience (2+ years) in developing and managing projects with demonstrable transferable skills. | Experience in education, skills development and/or employability. |
| Demonstrable experience in developing and securing multi sources of charitable revenue including grant writing, individual giving, governmental funding and industry partnerships. | Understanding and/or lived experience of rural coastal communities. |
| Experienced in developing and managing stakeholder relationships. | Experience in conducting consultation and research. |
| Highly motivated and enthusiastic. | Experience in dealing with press. |
| Experienced in creating, running and managing marketing campaigns. | Degree in relevant field |
| High level of computer literacy including full Microsoft Suite, understanding of social media and an understanding of design tools such as Adobe Illustrator or Canva. | |
| Track record in successfully engaging with a wide variety of individuals from different backgrounds. | |
| Experienced in monitoring, evaluation and reporting. | |
| A high level of flexibility and creativity to ensure the success of the project. | |
| Full Clean Driving Licence | |

