

Job Description

Job title: Inclusive Ownership Policy Officer

Hours: 35 hours per week

Salary: £33,500

Contract length: Fixed term until 31 March 2031

Location: Hybrid – home/office. Anywhere in Scotland, but regular attendance at Scottish Government/Parliament meetings and events in the Central Belt will be needed.

Reporting to: Inclusive Ownership Manager

Information about how to apply

Please complete our online application process by 17:00 on 28 July 2026.

If you have any questions about the role or the application process, please email Heather Yearwood, Inclusive Ownership Project Manager, Community Land Scotland - heather@communityland.scot.

Applicants will be informed whether they have been shortlisted for interview by 5 August 2026.

Interviews will be held on 13 August 2026. It is unlikely we will be able to offer alternative interview dates.

Introduction

Community Land Scotland is recruiting a Policy Officer for the Inclusive Ownership project.

Inclusive Ownership is a new five-year UK-wide partnership funded by The National Lottery Community Fund. The project brings together Community Land Scotland, CLES (Centre for Local Economies), The Ubele Initiative, Shared Assets, Coalfields Regeneration Trust and Cwmpas to support more communities to take ownership of land and buildings.

The project focuses on urban and post-industrial communities and aims to make community ownership more accessible, particularly for communities facing higher levels of deprivation and Black and Minoritised communities. Through direct community support, policy development, learning and partnership working, the project will help communities develop sustainable, income-generating assets and contribute to community wealth building and local economic resilience.

About Community Land Scotland

Community Land Scotland was established in 2010 to provide a collective national voice for community landowners in Scotland. We have over 140 member organisations across Scotland, ranging from large crofting estates in the Outer Hebrides to inner-city community hubs. Collectively, members own and manage over 550,000 acres of land and a wide range of buildings in rural and urban areas.

Community Land Scotland is a small organisation with a big impact. It works to:

- Be a collective voice for community owners.

- Encourage more community ownership of land and buildings.
- Facilitate mutual support and knowledge exchange between community landowners.
- Collaborate with other organisations to ensure community landowners get the support they need.

Community ownership has shaped Scottish land reform and played a key role in the Community Empowerment (Scotland) Act 2015. Today, hundreds of community organisations own and manage land and buildings throughout Scotland, delivering social, economic and environmental benefits for their communities.

Further information about Community Land Scotland and community ownership can be found at:

www.communitylandscotland.org.uk

About the Inclusive Ownership Project

Inclusive Ownership is a UK-wide partnership funded by The National Lottery Community Fund. Working across Scotland, England and Wales, the project aims to increase access to community ownership and develop new approaches to community wealth building and local economic development.

The project will support communities to explore ownership of land and buildings, strengthen community organisations, develop sustainable economic models and gather evidence to influence policy and practice.

A key focus of the project is ensuring that communities who have historically been underrepresented in community ownership – including communities facing higher levels of deprivation and Black and Minoritised communities – have access to support, resources and opportunities.

The project combines direct delivery, policy development, learning and partnership working to create lasting change and increase the impact of community ownership across the UK.

About the Role

The Policy Officer will lead policy development, research and evidence gathering for the Inclusive Ownership project in Scotland.

Working closely with the Inclusive Ownership Manager, Community Land Scotland's Policy and Advocacy Team and partners across the UK, the postholder will ensure that learning from community-led delivery informs policy development and wider system change.

The role will focus on identifying barriers to community ownership, gathering evidence from communities and delivery partners, developing policy proposals and engaging with policymakers and stakeholders. The Policy Officer will play an important role in ensuring that the experiences of communities are reflected in policy and practice relating to community ownership, community wealth building and local economic development.

The postholder will contribute to policy development in Scotland while supporting cross-nation learning and collaboration across the wider partnership. They will work to translate grassroots experience into meaningful policy change and help shape the future of community ownership across Scotland and the wider UK.

This is an exciting opportunity for someone who is passionate about community-led development, policy change and ensuring that the voices and experiences of communities help shape future approaches to ownership, regeneration and community wealth building.

Job Purpose

To lead policy development and evidence gathering within the Inclusive Ownership Project, ensuring that learning from community-led delivery informs policy and system change. The Policy Officer will work across the partnership to translate delivery experience into policy insight, support advocacy, and contribute to the development of community ownership and community wealth building approaches with a particular focus on the Scottish policy, legislative and delivery context.

Tasks/Responsibilities	
Policy Development and Advocacy	<ul style="list-style-type: none"> • Lead policy development activity in Scotland for the Inclusive Ownership project. • Work with the Project Manager and Director of Policy and Advocacy to align policy work with delivery and learning in the project, as well as across Community Land Scotland. • Lead on policy development for the project with support from Director of Policy and Advocacy. • Develop and maintain a strong understanding of Scottish legislation, policy and practice relevant to land and assets. • Contribute Scottish insight and evidence to cross-nation policy development and comparative learning. • Prepare briefings, reports and consultation responses. • Work with the Policy and Advocacy team to engage with MSPs, MPs, civil servants and stakeholders. • Represent Community Land Scotland in policy forums. • Work with the Policy and Advocacy team to record advocacy activity and partner working to ensure data capture and accurate recording.
Linking Delivery and Policy	<ul style="list-style-type: none"> • Capture and analyse learning from community support, including working directly with communities. • Identify systemic issues emerging from delivery. • Translate delivery experience into policy insight. • Work with policy leads and delivery partners across Scotland, England and Wales to identify shared issues and emerging themes. • Support cross-nation policy learning.

Research and Evidence	<ul style="list-style-type: none"> • Work closely with the Centre for Local Economic Strategies (CLES) to support evaluation, evidence gathering and economic modelling. • Contribute to the development and interpretation of data and learning to inform policy and system change. • Undertake desk-based research to inform policy briefings and media content. • Work with partners on evaluation and evidence gathering. • Identify relevant national and international examples. • Commission and manage research where appropriate. • Produce reports and policy outputs.
Developing Models and Exemplars	<ul style="list-style-type: none"> • Support development of exemplar community ownership projects. • Contribute to new economic and ownership models. • Support testing of innovative approaches.
Communications and Engagement	<ul style="list-style-type: none"> • Translate complex information into accessible content. • Undertake public speaking activities as required. • Contribute to blogs, presentations, briefings and articles. • Share community stories to support influence.
Partnership Working	<ul style="list-style-type: none"> • Work collaboratively with project partners across the UK. • Support UK partners to understand the Scottish policy and legal context for community ownership. • Work with policy officers and leads across the partnership to share learning, align approaches and support coordinated policy development. • Contribute to the development of shared policy outputs, briefings and learning across nations. • Contribute to shared learning and knowledge exchange.
Other	<ul style="list-style-type: none"> • Travel across the UK required. • Occasional evenings and weekend working. • Any other duties as required.

Person Specification

Key criteria	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Experience of communicating with a wide range of audiences – including writing and public speaking. • Experience of representing organisations in a public capacity • Experience of working in policy/advocacy. • Experience of research and report writing. • Experience of working with community organisations or the community sector. 	<ul style="list-style-type: none"> • Knowledge of Scottish policy and legislative processes. • Experience engaging with government or public bodies. • Understanding of community ownership or community wealth building. • Understanding of post-industrial community contexts in Scotland. • Understanding of Black and Minoritised community contexts in Scotland/UK. • Experience of working in partnerships or multi-organisation projects. • Experience of commissioning or managing research. • Experience of social media content creation.
Personal Qualities	<ul style="list-style-type: none"> • Strong written and verbal communication skills. • Strong organisational skills and ability to manage multiple priorities. • Ability to analyse complex information and produce clear outputs. • Ability to communicate complex ideas to a diverse range of audiences. • Self-motivated and able to work remotely. • Ability to work independently and as part of a team. • Ability to work flexibly and under pressure. 	<ul style="list-style-type: none"> • Interest in leadership and management. • An understanding of how power is created and used in modern democracies and why who owns local land and key economic assets is important in these power relationships. • An enthusiasm and understanding of the principles of community- led development. • A full clean driving licence.

	<ul style="list-style-type: none">• Commitment to equity, diversity and inclusion.• Able to promote a working culture in-line with Community Land Scotland's values: Advocate, Bold, Creative, Inclusive, Trust and Resilience.	
Job Circumstances	<ul style="list-style-type: none">• This job requires travel and attendance at various meetings, which may occur during evenings or weekends.	