

Job Description

Job Title	Roma Entrepreneurship Business and Finance Advisor (Roma Start-Ups Project)
Location	Govanhill, Glasgow
Salary banding	(Band B3-4) £ £16913.52 for 18 hours non negotiable
Benefits	Employer pension contribution. 36 days annual leave (pro-rata) Free Access to Health Assured Employee Assistance Programme and online Health Portal. <i>Loyalty scheme with up to 48 additional days leave.</i>
Contracted hours	Part Time 18 hours per week Fixed Term Contract ends 31 st May 2026
Report to	Project Manager

ROMA ENTREPRENEURSHIP ADVISOR

Are you looking for an exciting new role? Do you want help Roma community members make a difference to their lives and aspirations? Are you passionate about making change happen? Then we really want you to apply for this role!

WHAT WE OFFER

- A meaningful role supporting economic inclusion and empowerment in Glasgow's Roma communities.
- Flexible working hours and supportive team culture.
- Training and development opportunities.
- The chance to shape a new programme with long-term impact.

HOW TO APPLY

Please send your CV and a short cover letter (maximum one A4 page) explaining why you're a strong candidate for this role to:

recruitment@communityrenewal.org.uk

We especially welcome applications from **Roma individuals** and others with lived experience of exclusion or marginalisation.

Community Renewal Trust is an equal opportunities employer and committed to inclusive recruitment.

Please note that the ability to speak a language relevant to the Roma community members e.g. Slovak/Romanian is advantageous.

ROLE SUMMARY

This role is part of a new, community-led initiative delivered in partnership between Rom Romeha and Community Renewal Trust, working closely with Glasgow City Council and local employability services.

The project is a new initiative aimed at increasing entrepreneurial opportunities for migrant Roma communities in Glasgow, providing culturally sensitive, multilingual business support, empowering Roma individuals to start and grow their own businesses. This will create a pathway to economic independence, improve social inclusion, and help achieve Glasgow's Net Zero ambitions by supporting sustainable business practices within the Roma community.

Migrant Roma in Glasgow often face significant challenges in accessing support for entrepreneurship due to cultural misunderstandings, language barriers, and a lack of services tailored to their needs. Roma Start-Ups is a pilot programme designed to provide specialist business support to Roma entrepreneurs in Glasgow, helping them to formalise, grow, and sustain businesses. We will deliver one-to-one and group mentoring, business training, financial literacy support, and access to funding opportunities, ensuring culturally tailored, multilingual services.

This pilot will empower Roma individuals, women, and young entrepreneurs, enabling them to transition from informal trading to registered businesses. Through networking events, pop-up markets, and community engagement, we will create sustainable economic opportunities, breaking down systemic barriers and fostering entrepreneurial inclusion within Glasgow's diverse communities.

KEY OBJECTIVES

Delivery of Early-Stage Entrepreneurial Support Services

Our approach will be culturally sensitive, holistic, and community-driven, providing both practical and emotional support. This will ensure access to the tools, networks, and knowledge needed for success.

We are seeking a proactive, culturally competent Roma Entrepreneurship Advisor to support Roma individuals at the very beginning of their journey into entrepreneurship.

You will work closely with Glasgow City Council and local employability partners to identify and support individuals who are considering self-employment but need guidance, encouragement, and access to tailored support. You will deliver one-to-one mentoring and group sessions, build local partnerships, and ensure participants are connected to wider support systems across Glasgow.

INTRODUCING COMMUNITY RENEWAL TRUST

Community Renewal is a dynamic and innovative organisation at the cutting-edge of work towards ending persistent poverty and inequity in Scotland. We work in deprived communities where we have been long-established to develop, deliver and share better approaches based around whole-person, whole-neighbourhood support. This means we always place people and communities in the lead: listening

to them, identifying their strengths, supporting them on their terms, and building their capacity to flourish.

Community Renewal alleviates poverty by engaging and forming trusting relationships with individuals, whole families and whole communities together then supporting them by combining holistic case management (e.g. around income, work, health, wellness) with community development (e.g. forming new community activities/groups). This work is about testing change which can inform policy, be scaled up or replicated to achieve a much greater impact than our direct delivery alone. A set of core values guides all the work of Community Renewal:

The most important element of any support relationship is listening to what the person wants deep down and working alongside them to achieve it

- To stay alongside people for as long as it takes
- Many people find it hard to articulate what they want at first and so need to be able to experience an environment of trust and safety in order to uncover buried aspirations - this cannot be rushed
- People don't resist change - they resist being changed.
- People in deprived communities already know what is required to improve their lives - what they need is help with how to make it happen.
- Compassionate listening is a basic human need and is central to the way that we engage with people.
- Every individual and community have assets

Sustainable transformation in communities is possible but needs a long-term commitment.

A team of around fifty staff we deliver community services based around three key neighbourhoods: Pennywell/Muirhouse (Edinburgh), Bingham (Edinburgh), Govanhill's Roma (Glasgow). The full Community Renewal Group consists of the lead charity Community Renewal Trust SCIO plus four subsidiaries: Caledonia Funeral Aid CIC, Community Renewal Rom Romeha (registered as Roma Life CIC), Pennywell Community Renewal Trust SCIO and Community Renewal Training & Consultancy Ltd.

OBJECTIVES

Culturally Sensitive Business and Finance Support (approx. 20% of your time)

Objectives:

- Deliver one-to-one financial mentoring and guidance in accessible formats and languages including Romanian, Slovak, and Romanes.
- Support clients with tailored business support, particularly around financial readiness and sustainability.

Entrepreneurial Training (approx. 15% of your time)

Objectives:

- Lead financial literacy and planning sessions within wider business training.
- Help participants understand and manage business finances, legal obligations, and growth planning.

Support for Green and Sustainable Businesses (approx. 10% of your time)

Objectives:

- Mentor clients exploring environmentally sustainable business ideas, helping integrate cost-effective green practices.
- Assist in financial planning for low-carbon and resource-efficient business models.

Mentorship and Networking (approx. 15% of your time)

Objectives:

- Provide direct mentoring on financial decision-making and business strategy.
- Help build connections between Roma entrepreneurs and key sector partners, including investors and business networks.

Access to Financial Resources (approx. 20% of your time)

Objectives:

- Offer expert guidance on grant applications, loan processes, crowdfunding strategies, and investor relations.
- Support entrepreneurs in developing compelling pitches and sustainable financial plans.

Community Engagement (approx. 5% of your time)

Objectives:

- Attend events and liaise with Roma community members to raise awareness of financial support options.
- Promote inclusive pathways to economic empowerment through business.

Reporting and monitoring (approx. 5% of your time)

Objectives:

- Use the team's paperwork and databases (no technical expertise needed) this must include basic monitoring data.
- Proactively and effectively collect feedback (including complaints) to support our ongoing quality improvement across the organisation.
- Proactively write up and share internally case studies demonstrating learning from both successes and failures.

Communications and Relationship Development (approx. 5% of your time)

Objectives:

- Use care in liaison with local partners to ensure trusting relationships are formed and maintained with clients able to be introduced to known workers at other agencies.
- Development, under the coordination of the Project Manager, strong and trusted relationships with local third sector and public sector partners with delivery in neighbourhoods in which we deliver integrated services.

- Develop and maintain a strong working relationship with the Marketing and Communications Manager, following their lead on branding, external communications, marketing and internal communications.
- Engage effectively and proactively in team meetings and organisational activities to share insights/learning and build connections.

Other requirements

Objectives:

- Complete objectives set in Performance Review, Probation Reports, our Competency Framework and/or Appraisal Reports.
- At all times conform to organisational policies and practices around data management, H&S, safeguarding, lone working, equalities, environmental management, and business continuity.
- Deliver agreed for which you are responsible which were agreed in our internal regular Quality & Learning meetings (or similar).
- Carry out other duties as reasonably requested.

Personal and Professional Development

Demonstrating a track record of continuous learning and personal/professional development is a requirement of this role and evidencing that this is being actively progressed must be evidenced at every appraisal. The post holder has responsibility to actively participate in sessions organised by the organisation including training in compliance/regulatory processes and meetings in which learning and improvement is discussed for the purposes of quality management. The post holder is responsible for collecting feedback from people they support both to demonstrate their own strengths and to understand how to improve what they do. This evidence of both types of feedback about their work is required for every appraisal.

Key professional development of relevance to this role includes leadership skills; coaching skills; understanding of benefits/housing advice; understanding of employment advice and employer engagement; skills to building resilience and self-management.

ROLE REQUIREMENTS/PERSON SPECIFICATION

Essential Expertise	<ul style="list-style-type: none"> - Strong understanding of Roma culture, identity, and lived experience, particularly within Glasgow. - Experience of direct community engagement or outreach. - Knowledge of small business development or self-employment pathways in the UK. - Confident working one-to-one with individuals from diverse and disadvantaged backgrounds. - Excellent interpersonal, communication, and mentoring skills.
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	<ul style="list-style-type: none"> - Organised, proactive, and able to manage a varied and evolving caseload. - Passionate about inclusion, empowerment, and social justice.
Desirable expertise	<ul style="list-style-type: none"> - Lived experience as a member of the Roma community. - Experience working with or within employability or local authority programmes. - Awareness of Glasgow's enterprise and business support landscape. - Ability to deliver workshops or group sessions. - Fluency in Romanes or another relevant community language.
Essential Qualifications	<ul style="list-style-type: none"> - None (but competent literacy and computer literacy will be essential)
Desirable Qualifications	<ul style="list-style-type: none"> - Coaching or similar training/qualifications - Community development or similar training/qualifications