

Community Development Worker

(Part-time 2 days a week, £23,850-pro rata)

Feniks is a community health initiative set up and run by Polish people to support Central and Eastern European immigrants to cope with the challenges of settling into a new country. We wish to employ a Community Development worker to support social and cultural integration of Central and Eastern European (CEE) immigrants and address health inequalities associated with this group.

The successful applicant will have a good understanding of community development and the advantages of using this approach. They should be aware of the social implications of economic inequalities and share our commitment to building a fairer, more equal society in which all people have a chance to flourish and fulfil their personal potential.

The worker will be based at Feniks, St. Margaret's House, 151 London Road, EH7 6AE.

It is a 3-year post funded by Edinburgh Council Health and Social Care Partnership.

Job Description

The Community Development Worker will, in particular, coordinate the community groups already established in Feniks (Leith Conversation Cafés, Toddler Group, Active 50+), but also use a Community Development approach to address social isolation and health inequalities of the Central Eastern European and other migrant groups in Edinburgh. The post will include volunteer management and liaising with charities and community projects to participate in the groups. It may also involve more strategic work, eg. seeking partnerships and representing Feniks at the forums.

Community Development

Community Development workers help communities to bring about social change and improve the quality of life in their area. They work with individuals, families and whole communities to empower them to:

- Identify their assets, needs, opportunities, rights and responsibilities
- Plan what they want to achieve and take appropriate action
- Develop activities and services to generate aspiration and confidence

They are frequently involved in addressing inequality and projects often target communities perceived to be culturally, economically or geographically disadvantaged.

Tasks associated with Community Development:

- Identifying community skills, assets, issues and needs
- Ensuring that local people have their say
- Developing new resources in dialogue with the community and evaluating existing programmes
- Building links with other groups and agencies
- Helping to raise public awareness on issues relevant to the community
- Developing and agreeing to strategies
- Liaising with interested groups and individuals to set up new services
- Mediating in matters of conflict
- Challenging inappropriate behaviour
- Planning, attending and coordinating meetings and events
- Overseeing the management of a limited budget
- Encouraging participation in activities
- General administrative duties

Specific duties for this post:

1. Coordinating and if necessary, designing programme for the groups making sure they are delivered.
2. Recruiting, training and supporting volunteers and/or students to deliver the community groups.
3. To consult with current and potential service users of Feniks in order to develop services which will meet their health needs whilst increasing opportunities for integration.
4. To strive to deliver the project outcomes and be able to evaluate and report on the impact and activities.
5. To make links and set up partnerships between Feniks and other statutory and voluntary agencies.
6. To encourage an active involvement of service users and the wider community including formal volunteering and informal mutual support.
7. To work with Feniks to ensure the needs of service users who require one to one psychological support are met.
8. To develop structures for consultation with CEE immigrants regarding physical, social and emotional well being.
9. To participate in local forums and strategic groups, representing Feniks and liaising and working with the Feniks management to ensure the needs of (CEE) communities are considered.
10. To work with the Feniks manager and to develop a sustainability plan in order that activities may continue beyond 2022.
11. To receive supervision and attend training as required.

Person Specifications

If you are convinced that this is the job for you, please do go ahead and submit your application, the post requires passion and creativity and with this in mind, we particularly welcome new ideas and fresh approaches.

Personal attributes:

1. A creative and flexible approach to life and work.
2. A desire to inspire, motivate and nurture the strengths in others, particularly people experiencing isolation and powerlessness.
3. Attention to detail, independent and organised.
4. Ability to work as part of a team and independently as required.
5. Be committed to social justice and have demonstrated this commitment through volunteer or paid work or active participation in community activities.
6. Be understanding, non-judgemental and able to understand issues from a variety of perspectives.

Knowledge:

1. Educated to the degree level in Social Sciences.
2. A sound understanding of issues relating to the immigrant community in Edinburgh, particularly to mental health.
3. Awareness of issues relating to health inequalities and exclusion.
4. Understanding and passion for community development.

Experience:

1. Experience in volunteer management.
2. Experience in organising and providing workshops.
3. Experience of/ or empathy for health inequalities.
4. Experience of working within social care, health or third sector organisations.

Skills:

1. Ability to engage local people to participate in community development activities.
2. Excellent written and verbal communication skills in Polish and English, with ability to present information in an engaging way for a range of audiences.

3. Ability to verbally present information in a clear, inspiring and confident way to achieve desired outcomes.
4. Ability to establish, develop and maintain relationships with a wide variety of stakeholders to achieve desired outcomes.