

Community Link Worker

Role Description

Job Title: Community Link Worker

Number of Hours: 35 hours per week (full-time position)

Contract: Fixed term contract for 18-month period

Reporting to: CLDC SICAP Co-ordinator

Location: Based in Ennis, countywide coverage

Summary

The **Community Connection Project (CCP)** is a national initiative using a community development and inclusion approach to address the concerns of communities and assist them in developing constructive responses to the placement of International Protection Applicants in their local area.

The **Community Link Worker** will engage and work with local communities across Co. Clare over an 18-month period, helping to build community resilience against misinformation and prejudice by working with the local community before, during and after the arrival of International Protection Applicants (IPA) and where IPA Centres are already in use.

The **Community Link Worker** will work with communities, in accordance with community development practice, to understand the facts and realities of the International Protection System and the challenges faced by people seeking asylum, in the context of communities with their own needs and challenges.

Overall Purpose

The focus of the work at a local level will be to directly engage with local communities to understand and tackle challenges and concerns in the context of migrant integration locally. The Community Link Worker will engage with residents already living in the local community as their primary focus, rather than providing services and supports directly to IP Applicants. The Community Link Worker will aim to strengthen the capacity of the community to work together with key voluntary and statutory organisations and structures, with a focus on establishing facts, counteracting misinformation, and engagement on community concerns and working to develop inclusive responses to migrant integration.

The CLDC Community Link Worker will identify specific geographic areas in the county that require supports, and work to engage with residents in the area to provide this.

The aim of the programme, nationally, will be to collate the multitude of approaches, challenges and other relevant information provided by workers across the country. This data will then be used to inform policy decisions, provide an evidence base for any potential expansion of the programme in future and to develop toolkits and best practice models on positive community-led approaches to integration challenges that may be rolled out and adapted for use.

The Community Link Worker, within the context of the management structure in Clare Local Development Company, will liaise with the:

- Community Engagement Team of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY),
- Other key stakeholders, including the Local Authority Integration Teams (LAITS) when required.
- Community Integration Forum as required.

It is important that the various parties are engaging collaboratively at a local level when possible, to ensure consistency for communities as well as the best use of resources.

Core Responsibilities

- Operate to community development principles in providing support to the community.
- The role will be supported by and will support the work of the SICAP team within Clare Local Development Company.
- Maintain regular communication channels with the local community with a view to counteracting misinformation on immigration. This may include any information passed to CLDC from Government Departments in the context of the location of centres for International Protection Applicants. It is recognised that the Community Link Worker will not be the primary conduit of this information, however it is important that they are informed on any developments that may have an impact on their work and that they are in a position to pass this information (if available) onwards to the community.
- Facilitate a collaborative approach and develop a coordinated response with the community and other stakeholders including – identifying the needs and services of the targeted areas, provide supports to address weaknesses, facilitate the provision of additional supports from other agencies/stakeholders and strengthen the capacity of the local community to engage meaningfully with migrant integration efforts. It is hoped that by the end of the 18-month period there will be a programme in place which can be implemented by support organisations when/if required.
- Engage regularly with all relevant local voluntary and statutory organisations, as well as with relevant community development and inclusion services including SICAP, with whom they will be working closely.
- To collaborate with other Community Link Workers in other regions and the Community Connection Programme (CCP) Co-Ordinator within the Irish Local Development Network in the researching, developing and expanding of good practice.

- Engage when required with the CCP Co-Ordinator and/or the Department of Children, Equality, Disability, Integration and Youth's (DCEDIY) Community Engagement Team to ensure work is complementing national community engagement efforts.
- Engage when required with the Clare Community Integration Forum and the Local Authority Integration Teams (LAITs) active in the locality to identify barriers to integration, knowledge gaps, service provision gaps etc.
- To provide progress reports and briefings on developments to internal CLDC management, the Board and the Department of Rural & Community Development.

Essential Requirements

- Minimum of 3 years' experience of engaging with disadvantaged target groups at a community/local level.
- Experience of delivering community development approaches, local needs analysis, planning and addressing social exclusion issues.
- Experience of communicating complex and frequently developing information in a succinct, easy to understand form.
- Strong communication and organisational skills, capable of liaising with a wide variety of stakeholders and conveying detailed information to relevant parties in a timely and appropriate manner.
- Experience in project management and delivering projects with a defined timeline and work plan.
- Experience of designing and delivery of capacity building supports within the community sector.
- Experience of mediation and working with all parties to develop a mutually agreeable approach to resolving issues.
- Understanding and experience of working with local /community development organisations and within statutory infrastructure. Knowledge of the national/local policy context that they work in would be an advantage.
- Be able to demonstrate leadership skills, work well independently but also as part of a multi-disciplinary team.
- Have excellent interpersonal, communication, facilitation and report writing skills.
- Proficient in IT applications.

Qualifications

- Third level qualification (Degree/Masters level desirable) in Social Policy, Community Development or relevant discipline.

Other Requirements

- Evening and weekend work will be a feature of this position, so flexibility is required.
- The candidate must have a full, clean drivers licence and access to transport.

- The candidate will be subject to Garda Vetting and reference checks.

Salary

- CLDC Development Worker Scale (Level 4); €44,807 per annum