

Job Description

The Empowering Communities Programme will use a community development approach to address social exclusion and the impacts of poverty in specific geographic areas. This approach will be driven by the Community Engagement Worker employed by the Local Development Company.

In County Kildare the area targeted under the Programme is the Athy West Urban Area including the following estates: Carbery Park, Townspark, Castlepark, Greenhills, and St. Dominick's Park. County Kildare LEADER Partnership will be responsible for the delivery of the Programme in Athy.

The Community Engagement Worker will lead the implementation of the Programme by strengthening, developing, and facilitating relationships between the existing community stakeholders and between community groups and statutory agencies and structures. The aim will be to address exclusion and the lack of meaningful and effective engagement with community and local services.

The Community Engagement Worker will be responsible for ensuring that the core work of ECP is informed by and driven by the community. To ensure effectiveness and efficiency in this role, the Community Engagement Worker position will be based in the Athy West Urban Area and will engage in wide-ranging face-to-face contact with the residents and local community groups in the community.

Overall Purpose

The focus of the work will be to directly address social exclusion and the negative impacts of poverty and marginalization within the communities. The Community Engagement Worker will do this by utilizing a community development approach to strengthening the capacity of the community to work together and with key voluntary and statutory organisations and structures.

Core Responsibilities

- Engage in door-to-door communication with residents in the designated area to establish contact and build trust
- Listen to the views of the local residents to identify the barriers that are preventing local community engagement
- Establish and run a system to regularly consult with the local community
- Pilot local initiatives to encourage participation and build capacity with the residents within the community
- Help to develop leadership capacity in the community
- Engage regularly with all relevant local voluntary and statutory organisations
- Help establish, develop and/or grow relationships between the community and the relevant local and statutory organisations
- Facilitate a collaborative approach and develop a coordinated response with the community and other stakeholders in developing a clear work plan –
 - mapping out needs and services of the targeted area with associated resources

- to put required supports and structures in place to address any weaknesses and strengthen the capacity of the local community to engage meaningfully with existing community structures and the ECP.
- Ensure that the work plan is inclusive of all communities living in the targeted area and oversee work plan implementation, develop progress reports, and flag challenges, delays, and possible risk factors as they emerge
- Work with relevant community structures i.e., Local Community Development Committee (LCDC) and leaders in scoping out the strengths and weaknesses in the capacity of local community representative infrastructure
- Provide reports, financial and non-financial, and briefings to local and national programme structures in a timely manner and as required
- Collaborate with other Community Engagement Workers and ECP at a national level in the development of a programme monitoring framework and ensure that all local reporting and planning mechanisms are in line with this framework

Person Specification

The Community Engagement Worker employed under the Empowering Communities Programme will:

- Have experience of engaging with the disadvantaged at a community / local level within individual and group settings.
- Have experience in delivering community development approaches, local needs analysis, planning and addressing social exclusion issues
- Have an understanding and experience of working with statutory and local /community development infrastructure and knowledge of the national/local policy context that they work in.
- Have experience in project management and delivering projects with a defined timeline and work plan
- Have experience in designing and delivery of capacity building support within the community sector
- Be able to demonstrate leadership skills
- Have excellent interpersonal, communication and facilitation skills
- Be capable of providing a high standard of report writing
- Be proficient in MS packages e.g., Word, Excel, Outlook, programme databases, SharePoint portals
- Strong organizational skills and ability to work on own initiative
- Have a relevant Third Level qualification (e.g., Degree) or equivalent in Community Development is desirable



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