



# Social Inclusion and Community Activation Programme (SICAP)

## Community Engagement Worker Job Description

The SICAP Community Engagement Worker will be employed under the Social Inclusion and Community Activation Programme (SICAP) and will report to the SICAP Coordinator. The Worker will work on an outreach basis with disadvantaged individuals and groups within areas targeted under the SICAP Strategic Plan for County Kildare. This is a full-time position which involves flexible working hours. A five-year fixed term contract of employment will be offered. Salary will commence at €35,977.

### Purpose

The focus of the work will be to directly address social exclusion and the negative impacts of poverty and marginalization within 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

The SICAP Community Engagement Worker will be responsible for:

- Establishing contact with individuals and groups in local communities especially disadvantaged communities targeted under SICAP.
- Engaging in outreach work in local communities to assess local needs and develop relationships including door to door and street work, meeting local voluntary groups and service providers.
- Listening to the views of the residents to identify the barriers that are preventing local community engagement.
- Supporting local communities in collective action to address local issues and develop community initiatives.
- Linking individuals and groups in disadvantaged communities to resources and supports available through state agencies and other service providers.
- Linking individuals and groups to resources available through CKLP including SICAP, RDP, TUS / RSS, and Community Employment
- Piloting local initiatives to encourage participation and build capacity with the residents within the community.
- Helping to develop leadership capacity within the community.
- Engaging regularly with all relevant local voluntary and statutory organisations
- Helping to establish, develop and/or grow relationships between the community and the relevant local and statutory organisations.



The Social Inclusion and Community Activation Programme (SICAP) is co-funded by the Irish Government, through the Department of Rural and Community Development, and the European Social Fund Plus under the Employment, Inclusion, Skills and Training (EIST) Programme 2021-2027.

Tá an Clár um Chuirsiú Sóisialta agus Gníomhaíocht Pobail (SICAP) cõmhõinõithe ag Rialtas na hÉireann, tríd an Roinn Fõrbartha Tuaithe agus Pobail, agus Ciste Sóisialta na hEorpa Plus faoin gClár Fõrtaíochta, Cuirsiú, Scileanna agus Oiliúna (EIST) 2021-2027.

- Facilitating 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.
- Ensuring 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.
- Providing reports, financial and briefings in a timely manner and as required
- Promoting social inclusion in local communities through effective use of community development principles and practice.

## Duties

The duties of the SICAP Community Engagement Worker will include:

- Establishing initial contact with individuals and groups in a number of local community settings across County Kildare
- Liaising with key stakeholders who engage with disadvantaged communities including service providers, state agencies, existing community and voluntary groups and public representatives.
- Supporting local communities to engage in collective action and form / re-establish local community groups.
- Assisting groups to carry out local needs assessment and prepare action plans.
- Supporting groups to recruit volunteers and source funding.
- Supporting local community groups to develop projects to address needs in disadvantaged areas.
- Linking local community groups to supports including local and national funding sources and education / training services.
- Linking local community groups to other SICAP services including organisational skills training, awareness raising workshops and leadership training courses
- Organising specific initiatives to engage hard to reach communities.
- Linking individuals living in disadvantaged areas to further education, training, and employment opportunities
- Any other duties as may be required from time to time.

Flexibility across the Social Inclusion and Community Activation Programme (SICAP) will be a feature of this role.



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## Person Specification

The Community Engagement Worker employed under SICAP will:

- Have experience of engaging with disadvantaged groups in a voluntary or professional capacity
- Be capable of delivering community development approaches, local needs analysis, planning and addressing social exclusion issues.
- Have an understanding and ideally experience of working with statutory and local /community development infrastructure and knowledge of the national/local policy context that they work in.
- Have knowledge and skills in project management and capacity to deliver projects with a defined timeline and work plan.
- Have knowledge and skills and ideally experience of design and delivery of capacity building supports 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
- Have a relevant Third Level qualification



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