

JOB DESCRIPTION

1. Job Details

Job Title	Link Up Development Worker	Line Manager	Health & Wellbeing Manager
Duration	Fixed term to June 2021 with potential for renewal subject to funding	Salary	£29,206
Department	Health & Wellbeing	Directorate	Health & Wellbeing
Location	Edinburgh		
Hours	39	FTE	1

2. Background & Job Purpose

Thistle Foundation acts as the host for Inspiring Scotland's Link Up project in Craigmillar, locally known as Connecting Craigmillar. This project forms part of the national Link Up Programme operating in nine vulnerable communities across Scotland.

Link up starts from the premise that the ingredients for lasting change already lie in our communities in the shape of passion, strengths, skills, knowledge and interests. Our Link Up Workers work with local people to harness these assets to establish activities/ Links (e.g. gardening, cooking, crafts & sports) that community members want to take part in and support. Through regular participation, these activities help people build relationships with their fellow residents, creating new social networks where they look out for each other. These networks combined with the input of the worker give people the confidence and skills to effect positive change for themselves, their family and their community.

Based upon the model detailed above the purpose of the role is to develop and facilitate Links that bring people in a community together to undertake mutually beneficial activities, using this experience to increase the confidence and capacity of individuals involved and to improve the community's effectiveness in addressing its own problems.

3. Main Responsibilities

	Description
1	Continuously reach out to, engage with and support local residents to identify their passions, strengths, skills, knowledge and interests (i.e. community assets)
2	Guided by local people's own wishes, and drawing on the community assets identified, enable individuals to come together and create new activity groups / 'link' (e.g. Cooking, gardening, arts & crafts, sports activities)
3	For each link: <ul style="list-style-type: none"> - Identify, engage and 'recruit' local residents/groups/organisations to participate in the link; - Provide resources (including start-up costs), information and advice early to enable link to form, function and operate; - Provide on-going support to help sustain, strengthen and potentially grow the link, address issues raised by participants, and where required, call on the support of other local support agencies; - Support planned continuation of link activities - Monitor numbers of participants and volunteers.
4	Provide on-going support to strengthen and develop groups working with participants and volunteers to help them become self-managing and sustainable.
5	Identify and foster opportunities for local people involved in Link Up to develop a shared sense of purpose and positive collective action to help each other and deliver wider community benefit
6	Develop effective relationships with key community stakeholders in Craigmillar and the surrounding area (e.g. service delivery organisations, local society organisations, community leaders, local residents)
7	Plan, prepare and maintain all necessary documentation to support the efficient operation of community engagement activity and groups.
8	Monitor and evaluate the performance of the Links documenting the outcomes achieved and key learning points in establishing and managing the links.
9	Provide information for and participate in 'quarterly performance reviews' with Inspiring Scotland looking at progress against agreed milestones and budgets
10	Liaise closely with Inspiring Scotland and other Link Up Projects to share learning and to attend training/development activities as appropriate.
11	To publicise success appropriately in conjunction with Inspiring Scotland and the Thistle Foundation. This may entail hosting visits by other groups and/or individuals e.g. Scottish Government representatives.

4. Knowledge, skills and experience needed for the job

Essential

- Flexibility, excellent intuition and emotional intelligence, and the self-confidence to adopt a positive approach.
- Knowledge and experience of working in Craigmillar– or similar areas facing complex challenges – and the organisations operating there.
- Experience in enabling community-led projects using an asset-based and trauma-skilled approach.
- Experience of supporting people struggling with addiction.
- Community engagement experience with the courage, conviction and skills to innovate and overcome perceived community apathy.
- Experience in enabling sustainable individual and group development with the skills to nurture, motivate and empower people to do this for themselves and on their terms.
- Strong interpersonal skills with ability to: build and maintain relationships based on trust and respect; communicate with and relate to people at all levels; listen well; treat people with empathy and be non-judgemental; and, manage conflict.
- Experience of working in partnership with and, where necessary, co-ordinating action across a variety of organisations/groups with differing vested interests.
- Organisational and time management skills with an ability to manage a wide range of planning and operational tasks often working to tight deadlines.
- Confidence, adaptability and resilience with ability to: work alone often in challenging local circumstances; persevere; and, respond flexibly to the needs of local people.
- A drive for results with a strong focus on reflective practice and self-care.
- An effective team player who is willing to contribute to the work of the wider team.
- Strong ICT skills and competency in Microsoft Office.
- Knowledge of Craigmillar and the organisations operating there.

Desirable

- Knowledge of evaluation techniques particularly identifying indicators of more intangible outcomes (e.g. self-confidence, self-efficacy, sense of belonging) and implementing approaches to capture, record and analyse this information.
- Knowledge of relevant policy and strategic thinking especially in health, place-based working, community empowerment, and social policy.
- Driver's licence and use of a car.

5. Thistle Approach – A Framework to Support Wellbeing

Understanding Self	In order to work well with people we need to develop a good understanding of ourselves and the impact we have on other people. Being genuine, respectful and listening with empathy to other people’s perspectives lies at the heart of all our interactions. We believe this practice is nurtured by the ability to continually reflect on ourselves and the impact we have on others.
Building person centred relationships	In order to be genuinely person centred we need to be able to develop supportive, collaborative and enabling relationships. We also believe that people are the experts in their lives, that they are doing their best and that by working alongside people we are more likely to succeed. We reflect on the extent to which we create trust in all our relationships and how well we work within teams.
Making a difference using person centred approaches	We believe that using person centred approaches can be critical to whether people make the changes they want in their lives or not. We do this by focusing on what matters to each person and what they want specifically to achieve including taking life enhancing risks. We always encourage feedback in order to learn and improve on what we do.
Focusing on Strengths, resilience and contribution	We believe that people have strengths, skills, knowledge and resilience and the ability to contribute to their own and others’ lives. We need to be flexible and innovative to enable people to share these attributes and make the most of all contributions in order to find creative solutions. We celebrate the success this brings and build our resilience by learning from setbacks.
Promoting wellbeing, citizenship and community	We believe that everyone is a citizen with rights, responsibilities and a contribution to make to their community. This is only meaningfully possible when you have genuine wellbeing and are fully included in your community. This belief drives the work we do at Thistle so we know we must try to influence the unequal and discriminatory aspects of our society in order to change how things currently are. This requires us to share the ‘Thistle Approach’ more widely and in turn, learn from the world around us. To do this well we must continually reflect on what this means for us as individuals and as an organisation.

6. Key Contacts and Relationships

- Reports directly to Health and Wellbeing manager.
- Supported by Inspiring Scotland Link Up Performance Advisor.
- Community Contacts developed through the project.
- Link participants and volunteers.

7. Dimensions

The post holder’s work will be based from Thistle’s Centre of Wellbeing but will take place in a range of community settings.

The work will involve some work outside normal office hours.

8. Job context and other related information

Link Up is a partnership between Inspiring Scotland and locally-based charities in nine communities across Scotland. The Programme has been operational since 2012 but began operation in Craigmillar in Autumn 2016; hosted and supported by Thistle Foundation.

Please apply via Thistle website at <https://jobs.thistle.org.uk/login>

We do not accept CVs.

Deadline for applications is 12 noon on Friday 31st July 2020.

Please note applicants who are successful at the sift stage will be invited to **interview on Tuesday 11th August.**

The intention is to start the successful candidate in post as soon as possible thereafter.

9. Job Description Creation and Revision

Created	July 2020
For Review	
Reviewed	