**Community** **Food** **Initiatives** **North** **East** (**CFINE**)

**Job Title:** Aberdeenshire Development Worker: Mobile Pantry

**Salary**: £ 22,384 - £24,740

**Contract:** Temporary (Post currently funded until March 2022, however we are confident this will be extended)

**Hours**: 36.25

**Location:** CFINE, Fruit Mart, Skelton Street, Peterhead

**Responsible to**: DCEO

**Responsible for:** Volunteers and students as required.

**Role Purpose:**

The primary focus of this role is the development and co-ordination of CFINE’s mobile pantry and food access operations in Aberdeenshire.

**Background**

CFINE launched the first community pantry in Scotland and now operates 4 community pantries in Aberdeen and Aberdeenshire. A cooperative model which operates by offering membership to people, who are food insecure/living on low income/in need of support, for a nominal fee each year. This then entitles members to a £2.50 weekly ‘top up’ shop where they can select 10 items with a combined retail value of £15-20.

Pantry food stock supplies are via FareShare surplus food, as well as donated and purchased food.

Pantries provide good access to quality nutritional foods in a more dignified manner than traditional food banks, by providing people choice to the foods they need.

The COVID-19 pandemic has created additional barriers to accessing food for many households across Aberdeenshire and with the added challenge of the rural aspects of the area, in partnership with Aberdeenshire Council, we plan to launch our mobile pantry early 2021, to provide improved access to nutritional food for those in need.

The proposed, **Mobile Pantry Development Worker**, will work collaboratively with partners and focus on targeting hard to reach populations and areas identified, whose needs are not being met. Rural locations, travelling communities and others identified as priority areas. We will enlist key partners e.g. SCARF, to come out on our ‘runs’ periodically to provide further services and support as required and additionally we will ensure beneficiaries receive information about additional CFINE resources – e.g. the **SAFE** service (Support, Advice, Finance, Education).

As well as proving access to low cost and emergency food, our focus is very much on moving people away from emergency food parcel dependency to more dignified and sustainable circumstances. This will include brief intervention, supporting people to access: sanitary products; financial support, advice and skills development; digital skills development; cooking skills classes; oral health promotion etc This support will be accessed via CFINE’s wider services as well as signposting to local partners.

CFINE operates our social enterprise business from the Fruit Mart in Peterhead, a micro food pantry as well as supporting 12 people with learning Disabilities. This will form the base for this post and mobile pantry.

CFINE also supports 31 Community Food Outlets across Aberdeenshire. Our intention is to work with CFO’s to get them set back up post pandemic as well as work with new local community groups, schools, residential homes and organisations to set up more.

CFINE is the regional centre for FareShare Scotland and currently delivering good quality surplus food to 63 Community Food Members (CFM’s) across Aberdeenshire for onwards redistribution to those in need.

The post holder will initially focus on sourcing and fitting the mobile pantry, setting up operational systems and working with key partners and communities to establish areas of priority to engage.

**Role Specifications:**

* Coordinate the routes, shopping sessions and beneficiary support for the Aberdeenshire mobile pantry project
* Coordinate supplies of produce and stock control
* Manage and promote mobile pantry membership
* Liaise with partners, local authority and key stakeholders to identify and service local community areas
* Responsible for mobile pantry volunteers and assistants including induction, training, support and development
* Ensure quality standards and food safety regulations are adhered to and monitored

**Main responsibilities:**

* To ensure our beneficiaries receive high quality, person centred support that focusses on their strengths and enables them to achieve their full potential
* To contribute to the operation of CFINE and work as part of the team
* Oversee all aspects of allocated project coordination
* Liaise with CFINE colleagues and partners to seek the best outcomes possible for our beneficiaries and support services
* Provide training, support and guidance for volunteers and students
* Comprehensive and timeous preparation of reports for funders, the CFINE Board, Leadership team and partners as required
* Contributing to identifying sources and supporting funding applications
* Responsible for qualitative and quantitative data collection to evidence progress and impact against projected activities and outcomes
* Promotion of project to relevant and partner organisations, and work in partnership with CFINE’s Publicity Officer to externally promote the programme/project.

**Other**

* To carry out duties that may be required from time to time that are broadly consistent with but are not included in this job description
* Assist in the implementation and review of policies and practices
* Assist in the recruitment and selection of staff as and when required

**Person specification - what we are looking for in a candidate:**

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| **Skills, knowledge & experience**  |
| **Essential** | **Desirable** |
| * Community development knowledge and related experience
* Solid understanding and knowledge of poverty and associated issues
* Understanding and knowledge of health improvement and behavior change
* Commitment to partnership working
* Effective mentoring/coaching skills
* Ability to listen and communicate well with beneficiaries
* Ability to positively challenge beneficiaries in a constructive and supportive way
* Skills to motivate and encourage positive behavior change
* Experience of partnership working
 | * Direct experience of community development
* Significant experience of working in tackling poverty/community development role or related support services
* History of successful funding applications
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| **Attitude & Values**  |
| **Essential** | **Desirable** |
| * Commitment to the aims, values and ethos of CFINE
* A desire to always do the very best you can and ensure our beneficiaries and customers receive the very highest quality of service
* Commitment to tackling food poverty
* An attitude that ensures you always seek to solve problems and remove obstacles
* Someone who always acts in a kind and professional manner
* Willingness to learn and develop
* Someone flexible in their response to undertake other duties for the organisation and lend a hand to colleagues as required
* Willingness to be flexible, embrace a dynamic culture and adapt to change
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| **Skills, Education & Qualifications**  |
| **Essential** | **Desirable** |
| * Competent in the use of IT software such as Microsoft Office Outlook, Excel, and Word
 | * SVQ level 3 or Certificate of HE in related field
* Project management experience or qualification
* Clean driving license
* Car owner
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**Our Core Values** underpin all that we do by providing a framework for service development, our decision making and behaviours.

**Inclusion** – We believe in treating people with dignity and respect and making everyone feel welcome;

**Equality** - We stand for equal rights and opportunities for all, whilst we acknowledge that everyone's experience is not equal;

**Community led** - We believe everyone has something to offer and focus on the strengths and resources of people and communities;

**Collaboration** - We embrace working in partnership and believe in including people to find solutions to achieve positive outcomes for all;

**Enterprising** – We embrace new ideas and develop creative solutions to enhance our services;

**Sustainability** - We aspire to have a positive impact on people and our planet.

**Our Vision** is of **‘*****communities where everyone can reach their full potential in life’***