

**Job Description**

**Job Title:** Senior Community Development Worker

**Service:** Womanzone

**Reporting to:** Head of Services

**About the Organisation:**

Four Square Scotland is an Edinburgh charity working for more than 40 years to prevent homelessness and promote inclusion. We provide services directly to people who are homeless, or who are at risk of homelessness to overcome any barriers they may face in creating a stable life for themselves in their community. At the core of Four Square are the values upon which the Organisation is based. These are equally applied to the people we support, our colleagues and our partners and are: Integrity; Excellence; Dignity; Support.

Alongside our support services we have social enterprises, which provide independent income for our charity as well as volunteering and training opportunities for those who use our services.

We are driven by our mission to ensure everyone has the opportunity to have a home and a place in their community.

**The Role:**

The role of Senior Community Development Worker is vital to help us achieve our aim of ensuring every woman accessing Womanzone’s services feels safe and secure and has access to the right support to help them recover from trauma and adversity and move on to a positive future. Our aim is that women have a safe and secure home, have a place in their community and a network of positive relationships that support them in building the life they want.

The Senior Community Development Worker role has a number of key elements. Firstly, it is to deliver a holistic programme of individual and group support and activities in collaboration with partners in the voluntary and statutory sector, volunteers, peer mentors and social work students on placement.

To achieve the outcomes we set at Womanzone, the worker will support social work students on placement by acting as their link worker; they will recruit, train, and support women to become peer mentors and; they will recruit, induct, and support volunteers who are offering their skills to the project.

Other tasks of the role include gathering and evaluating feedback and any complaints, data entry on CRM and other IT systems and preparing quantitative and qualitative data reports regularly to funders commissioners and Four Squares Leadership Team to demonstrate the impact of the service and the direction of the project.

**To be a Senior Community Development Worker, you will need:**

* Strong personal and professional values that align with our Organisational values of integrity, excellence, dignity and support;
* Excellent interpersonal skills with people who use our services, colleagues and partners;
* In-depth understanding of gender-based violence, domestic abuse, homelessness, trauma and adversity and how it impacts life outcomes for those we support and ensure the staff team stays up to date with research and policy developments;
* Excellent group work skills and knowledge of community development approaches;
* A commitment to learning and developing and putting this into practice;
* Be a reflective practitioner and be an active participant in regular reflective practice group supervision;
* A commitment to individual supervision and appraisal processes and motivation to act on the personal development plan;
* To support students, peer mentors and volunteers to engage in regular support and supervision;
* To ensure students, peer mentors and volunteers undertake the induction programme;
* Ensure Womanzone meets the standards set down by the Organisation, funders and regulatory bodies;
* Membership of regulatory bodies required for the role and application of the codes and standards to their practice;
* To demonstrate leadership skills, be an active participant of the wider management team;
* To be engaged in the wider Organisation’s activities;
* A commitment to working in partnership with other Organisation’s and professionals to support people;
* To demonstrate honesty, integrity, trustworthiness and be respectful to all – colleagues, people they support, partners, commissioners etc. and encourage this in the staff team;
* Be committed to excellence and engage in improvement plans for the services or Organisation;
* Be creative in their approach to supporting people;

**Requirements:**

* Must be qualified to degree level in a relevant subject i.e. social work, social sciences, psychology, community education or equivalent etc.;
* To adhere to and maintain all health and safety standards;
* To work in accordance with Four Square’s core values and mission statement.
* To undertake any other reasonable duties as directed (including providing cover for colleagues, as directed);
* To comply always with the Safeguarding Policy and Procedure;
* To attend conferences/seminars/training, as required.

**The Organisation’s Offer:**

* Competitive salary
* Supportive work environment
* Learning and development opportunities