

Person Specification

Development Worker (Resilience) 28 hours

Accountable to: Manager

| Requirement | Essential | Desirable |
|---------------------|--|---|
| Previous Experience | <p>Comprehensive knowledge of the principles of community development and the voluntary sector</p> <p>Success in delivering community development projects which have been led by the community and have resulted in meaningful change</p> <p>A sound understanding of the impact on families/communities of living in/having experienced poverty, deprivation and associated stigma</p> <p>Experience of setting up creative and appealing events, campaigns and activities</p> <p>Engaging widely in the community</p> <p>Working effectively and creatively 1-2-1 and with groups</p> <p>An understanding of local and national policy that impacts communities, particularly those most vulnerable or severely affected</p> <p>Basic, consistent monitoring and evaluation</p> <p>Presentations and report writing</p> <p>Effective partnership development</p> <p>Child Protection, Vulnerable Adults</p> <p>Good understanding and use of social media platforms</p> | <p>Working/living in an area of social deprivation</p> <p>Experience in food preparation/nutrition</p> <p>Experience creating/writing recipes/meal planning</p> <p>Interest in reducing food waste</p> <p>Retail experience</p> <p>Collaborative working and networking</p> <p>Marketing campaigns</p> <p>Effective consultation with community members and volunteers</p> <p>Supporting volunteers</p> <p>Fundraising</p> <p>A variety of training/learning around group dynamics/group-work, play, creativity</p> <p>Food hygiene certificate</p> |

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| Qualifications, skills and personal qualities | <p>Relevant Degree/Diploma in community development or education, psychology, social work, health, etc or equivalent (or working towards completion)</p> <p>Ability to relate successfully, build positive, supportive relationships, and have a good awareness and understanding of psychological safety</p> <p>Training in a related field such as attachment, working with communities, creative facilitation etc.</p> <p>Excellent communication skills</p> <p>Group work & facilitation skills</p> <p>Organisational abilities, presentational skills and record keeping</p> <p>Excellent IT skills</p> <p>Excellent reflective ability and self-awareness</p> <p>Creative thinking and flexibility</p> <p>Self-motivation & ability to use initiative</p> <p>Ability to energise others</p> <p>Being a thoughtful, accountable team worker</p> | <p>Effective consultation with community members and volunteers</p> <p>Experience providing advice/signposting to services</p> <p>Ability to speak and present confidently to various audiences</p> <p>First Aid</p> <p>Health & Safety</p> |
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Salary: £25,898 pro rata (£23,295 - 28 hours)

An additional 4% pension contribution to a stakeholder scheme or appropriate equivalent. 5 weeks annual leave entitlement (of usual working week) plus public holidays.

Other benefits include –

Family friendly policies/conditions – we recognise the importance of a healthy work/life balance.

Westfield Health plan.

Opportunities for professional and personal development.

External supervision by a qualified Counsellor – staff wellbeing is a priority

Free and accessible sanitary products.

Access to subsidised food/essentials through Pantry Plus.

This post is funded for an initial period of 1 year (continuation funding is currently being sought) and is subject to a pay increase annually. Please also note that appointment to this post will be subject to receipt of a satisfactory PVG record and references.

STAR Project is a registered Scottish Charity (No. SC028133). Company No. 201464

Chief Executive: Sharon McAulay

Chairperson: Joe Ferrie