**Community Development Worker**

**Auchinleck Community Development Initiative**

Auchinleck Community Development Initiative is a company limited by guarantee and was formed in 2005 to assist in the regeneration of the physical, economic, social and cultural infrastructure of the community of Auchinleck in particular but also the surrounding area.

Over the years we have developed & provided a range of activities and projects including the Knowe Garden Centre and other floral and fauna displays, musical entertainment, employability advice and information, addiction recovery services, community cinema and various children and young people's activities and youth clubs. The organisation is based in the local Boswell Community Centre where most of our activities and services take place.

We have recently negotiated a 10-year lease of the Centre from East Ayrshire Leisure Trust and aim to make it a central focal point of the community in which the residents will have a full managerial role to play.

The work of ACDI is guided by our 5-year Development plan and specific Action Plans which are currently being reviewed to take account of our new role as managers of the Boswell Centre. The Community development Worker will play a key role in the review and implementation of these plans which will have a strong emphasis on capacity building within our existing groups and those developed in the future.

THE ROLE

As a community development worker working with the Auchinleck Community Development Initiative you'll work with the organisation's existing projects, individuals, families, the wider community and partners, supporting them to:

* build trusting and supportive relationships with you and the wider team
* identify their assets, needs, opportunities, rights and responsibilities
* co-produce what they want to achieve and take appropriate action
* co-design activities and services to generate aspiration and confidence
* achieve a status of independence and self-government.

You'll do this by acting as a link between the Organisation, the local community and a range of other local authority and voluntary sector providers to ensure that the Boswell Centre is a well-used resource and a focal point within the community

Your role will frequently involve addressing inequality and the projects you work on will be in communities perceived to be culturally, economically or geographically disadvantaged.

**Responsibilities**

As a Community Development Worker you will:

* Assist in the development of the Boswell Community Centre as a multi-functional  
  Hub within the community
* Work with existing groups to help them build capacity and become self-managed, dynamic and an active force for regeneration within the community
* Co-design projects/initiatives which assist in tackling specific issues (e.g. health and wellbeing, cost of living, unemployment, children and young people etc.) - with people living in Auchinleck.
* Seek to actively engage the community in addressing the issues which affect their lives and help them develop partnerships with neighbouring communities and relevant services in tackling common goals
* Set goals for improvement and respond to problems and needs through active participation;
* Identify community skills, assets, issues and needs;
* Ensure that local people are able to participate in decision making processes which affect their lives at local, Ayrshire and Scotish level
* Develop new resources in dialogue with the community and evaluate existing programmes;
* Recruit and train volunteers;
* Build links with other groups and agencies in the local community and liaise with interested groups and individuals to establish new services;
* Help to raise public awareness on ACDI and the issues relevant to the community;
* Prepare reports for the Development Manager and Board of Directors
* Oversee the management of a limited budget;
* Plan, attend and coordinate meetings and events;
* Carry out general administrative duties.

**Skills**

You'll need to show:

* Good relationship building approaches
* An ability to connect with children, young people and their families
* Calmness in situations that arise in the Hub and wider community
* A solid understanding of child protection, safeguarding and risk assessments
* Advocacy and networking skills;
* Excellent communication, interpersonal and team-building skills;
* Good listening skills;
* Research and report-writing skills;
* Knowledge and understanding of community and social issues;
* A non-judgemental and positive attitude;
* Creative thinking and problem-solving ability;
* Political, social and negotiating skills;
* An understanding of how public sector bodies work;
* Compassion and the ability to empathise with people's life experiences;
* Life experience and language skills can be an aid to this role and help you make important connections with those you are helping.

**What to expect**

* You may have an office base but will spend much of your time out and about in the community, visiting local people and groups and attending meetings.
* Working with members of the community who are impacted by poverty can be both inspiring and unpredictable. Results are long term rather than immediate, so patience and perseverance are essential.
* You'll have frequent contact with people, agencies and groups in the community.  
  Therefore, travel within a working day is to be expected. Absence from home overnight is unlikely but may be required on occasion.

**Salary**

Starting salaries are usually between £24,000 and £27,000 dependent on experience.

**Working hours**

35 hours per week.

You need to be accessible to the communities you serve. This means the work will often include unsocial hours, such as evenings and weekends, so considerable flexibility is required.

A relevant degree in Community Work / Community Development / Youth Work will be considered, as well as extensive experience in a similar role. A commitment to ongoing professional development is welcomed with accreditation and learning qualifications considered.

Lived experience of adversity, poverty and / or trauma are welcomed within the role.

**Person Specification**

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|  | Essential | Desirable | Evidence |
| Education & Qualifications | Professional qualification – BA in Community Learning & Development or equivalent e.g. Lifelong learning |  | Application certificate |
| Experience | Experience in delivering community capacity building as part of a team. Experience of partnership working. Experience of monitoring and evaluation. Experience of working to development / action plans. | Experience of completing funding applications & management of limited budgets. | Application  Interview  References |
| Specific Knowledge / Skills | Good verbal & written communication skills.  Knowledge of national community capacity building policies.  Ability to motivate people of all ages and backgrounds. | Good IT skills  Outdoor activities skills | Application  Interview  Certificates |
| Additional Job-Related Requirements | Ability to work evenings and weekends. | Satisfactory Scotland disclosure check.  Full driving license and access to a vehicle  Ability to complete risk assessments. | Interview |