



Community Development Worker

Lesmahagow Development trust is LDT was set up in 2009 with the objective of 'funding and implementing projects that will enhance the facilities and environment of Lesmahagow.' It invested in a commercial renewable energy project in 2013 through its wholly owned trading subsidiary, Lesmahagow Ltd. and the income from this has enabled it to set up a number of projects including allotments, a wide range of activities for older and younger people and a grant scheme for local initiatives. LDT is currently operating the Fountain Community centre as a base for its staff, and a program of activity for the community.

LDT's **Vision** is to create sustainable community facilities and to deliver activities for the benefit of everyone living in Lesmahagow and the surrounding area, providing social and economic opportunities and reducing loneliness by improving intergenerational links. It aims to grow its facilities and activities sustainably to enable it to deliver more positive outcomes for the local community, making the best use of the income it generates from its windfarm investment.

We're looking for a talented, experienced Community Development worker to join LDT and support our Community to develop in ways that are meaningful to them. The role will support the planning and development of community support across LDT activity including our Allotments growing/ greenspace skills programme, as well as volunteering opportunities, and wider events in delivering the Community Action plan with our partners.

Job Description and Person Specification

Job Title	Community Development Worker
Responsible to	LDT Development Officer
Hours per week	15 hours
Location	The Fountain Community Centre 11 Abbeygreen Lesmahagow ML11 0HD
Salary	£15 per hour.
Annual leave entitlement	28 days pro rata calculated pro rata from the date of your employment. The annual leave year runs from the 1st of September to the 31st of August each year
Pension	Eligible to join the auto-enrolment scheme. 3% contribution from LDT and 3% minimum salary contribution from employee

Purpose of the role

To provide activities in response to community-identified needs that address the impact of health inequalities, poverty and social isolation on those within our communities. To contribute to developing and delivering a programme of physical and mental health and wellbeing activities.

LDT activities currently comprise Toddlers sessions, Dominos, Knit and Natter, Women's group, Music and Memories, Yoga, Art and Menopause support classes. These activities focus on connecting people within our communities, reducing social isolation and contributing to greater health and wellbeing.



This role provides an excellent opportunity to develop activities that respond to local needs in conjunction with the views of our local community members. A key part of this role will be to develop genuine relationships within our communities and create opportunities for individuals to develop their knowledge and skills. By empowering them to take positive steps which will benefit their own health and wellbeing and that of the wider community.

Main tasks and responsibilities

1. Manage and deliver activities/services.

- Lead the recruitment of community members for our Allotments and associated growing and greenspace skills sessions and management of any associated waiting lists.

Act as the main contact for any sessional workers associated with such activity. Work with the Development Officer and Partners SLC Unpaid work to maintain and plan the improvements at Brockettsbrae Allotments (currently funded to attain RIBA 4 for central hub at allotments.)

- On an ad hoc basis, support the Development Officer and LDT Activities Coordinator with activities and events
- Lead the Lesmahagow Community Programme alongside a regular team of volunteers and the Youth Development Worker.
- Facilitate Community Programme sessions alongside a regular team of volunteers.

2. Contribute to developing activities/services as part of the staff team. Work alongside the LDT team to develop and plan the annual programme of activities. This may involve input into the program's design and provision of support.

3. Build relationships within the local community and with relevant local statutory and non-statutory organisations and networks. Build meaningful relationships with members of our local community, which will allow them to access our activities and contribute to the development of the organisation. Work with the staff team to identify and plan outreach and partnership opportunities with various statutory and voluntary sector organisations.

4. Support our volunteering service. Work alongside the LDT team (Hall keepers, LDT trustees, Activity coordinator, Youth Development worker and Development Officer) to identify roles and volunteers and support volunteers who assist in running the activities.

5. Contribute to consultations relating to existing and new service development. Work with the LDT staff team to organise community consultation events, capture feedback, determine local health needs, and identify opportunities for new work areas.

6. Gather and upkeep client data to meet the organisation's reporting needs. Use a range of monitoring and evaluation tools, in line with GDPR requirements, to help LDT clearly demonstrate its impact and learning. Prepare and contribute to a range of written and verbal progress reports, including reports to funders and the board of LDT.



Work with the Development Officer to ensure that client feedback is gathered during sessions and through specific evaluation sessions to capture evidence of impact and opportunities for development.

7. Marketing of organisational activities and services to the community.

Contribute ideas, create, and distribute marketing materials related to our activities and services within the local community. Marketing materials may be paper-based or digital, e.g., posted on social media platforms.

8. Additional Responsibilities:

Attend relevant external meetings, conferences, and training to continue personal development. Work as part of the staff team, attend team meetings, supervise, and participate in the annual appraisal system. Work in accordance with the organisation's policies and procedures, including equal opportunities, health and safety, confidentiality, and financial systems. LDT may amend your duties occasionally and require the post holder to undertake other duties necessary to meet the project's needs.

9. Contract basis:

This contract is for 3 years. The current funding runs until May 2028.

Person Specification

Category	Skills/Attributes	Essential (E)	Desirable (D)
Education and Knowledge	• Understanding of the issues surrounding health inequalities	X	
	• Knowledge and experience of using a community development approach	X	
	• A good general level of education including numeracy and literacy attainment	X	
	Basic nutrition knowledge and food	X	
	• Knowledge of how to grow to grow vegetables/permaculture		X
	• Knowledge of Circular economy and economic development		X
	Knowledge of funding or funding development		X
Experience	• Previous experience of working or volunteering in a community-	X	

	based organisation and/or the voluntary sector		
	• Previous experience of working with and managing volunteers	X	
	• Use of a range of social media to communicate to different audiences		X
	• Delivering and facilitating group events and workshops	X	
	• Collecting and collating data, feedback and case studies		X
	• Experience of team-working and partnership working	X	
Skills and Qualities	• Computer literacy with familiarity of using Microsoft office and zoom	X	
	• Ability to set priorities and manage own workload	X	
	• Excellent communications skills	X	
Personal Qualities/other	• Non-judgmental, inclusive and supportive	X	
	• Think creatively and develop imaginative solutions to problems	X	
	• Non-judgmental, inclusive and supportive, but able to maintain appropriate professional boundaries	X	
	• Eligible to join PVG scheme	X	
	Full Clean Drivers licence		X