

Gay Project: Outreach and Education Community Development Worker (<https://www.activelink.ie/node/112048>)



Outreach and Education Community Development Worker (Full Time)

Location: Cork & Kerry (primarily focusing on rural areas outside Cork City)

Employment Type: Full-time - flexible hours

Reports to: Manager

About Gay Project:

The Gay Project is an Irish NGO that:

- Supports gay, bi+, trans and queer men.
- Celebrates sexuality and gender diversity.
- Advocates for LGBTQ+ human rights and policy protections.

The mission of the Gay Project as per the Constitution is to ensure that gay, bisexual, men who have sex with men (MSM), trans and queer men are enabled to participate fully in Ireland's social, economic, cultural, political, artistic and sporting life.

Role Overview:

The Outreach and Education Community Development Worker will play a critical role in expanding Gay Project's presence and impact within rural communities. In response to Gay Projects 'Needs Analysis 2024' through this role the Gay Project seeks to provide support to those living outside Cork City and as far as Kerry where such support is needed. This role is focused on identifying the unique needs of LGBTI+ individuals in these areas, developing and facilitating tailored outreach programmes/events, and promoting awareness and educational initiatives. The ideal candidate will work to promote inclusion, enhance support systems, and empower rurally isolated LGBTI+ community members, acting as a bridge between Gay Project, urban and rural community groups, and mainstream organisations.

Key Responsibilities:

1. Community Engagement & Needs Assessment:

- Engage with LGBTI+ individuals and groups outside Cork City to understand specific needs, challenges, and opportunities for support.
- Conduct community assessments and gather feedback to tailor outreach programmes and or events effectively.
- Act as a point of contact for rurally isolated LGBTI+ individuals seeking connection, resources, and support.

2. Programme Development & Implementation:

- Design and implement targeted outreach programmes, events and services that address the identified needs of rural LGBTI+ communities.
- Organise and facilitate social, educational, and support events and initiatives in rural areas.
- Provide access to information, resources, and services, including mental health, wellness, and social support networks.

3. Education & Awareness Building:

- Develop and deliver educational workshops and training sessions aimed at increasing LGBTI+ awareness among community organisations, service providers, and the general public.
- Collaborate with local schools, businesses, healthcare providers, and other organisations to promote inclusive practices.

- Advocate for policies and programmes that support LGBTI+ rights and well-being within the wider rural community.
- 4. Liaison and Partnership Development:**
- Serve as a liaison between Gay Project and mainstream rural community organisations, building mutually supportive relationships and ensuring visibility of LGBTI+ needs within these groups.
 - Work closely with local councils, advocacy groups, and service providers to establish partnerships that enhance outreach efforts.
 - Actively seek collaborative opportunities to support broader goals of inclusion and support across all rural areas.
- 5. Volunteer Network Building & Coordination:**
- Recruit, train, and coordinate rural-based volunteers to assist in delivering outreach programmes and providing localised support.
 - Work with volunteers to establish peer support groups, mentorship initiatives, and other services that address the community's needs.
 - Ensure all volunteers are well-prepared and supported to engage safely and effectively in their roles.
- 6. Monitoring, Evaluation & Reporting:**
- Track and report on programme outcomes and community engagement metrics, providing regular updates to the Manager and Board.
 - Collect feedback from community members and partner organisations to continually refine and improve outreach initiatives.
 - Prepare detailed reports on challenges, successes, and opportunities for further development within rural LGBTI+ support efforts.

Other duties

- Perform other duties that may be assigned by the Manager (or designate).
- Travel to meetings in other locations as required.
- Maintain good working relationships with our Board, supported groups Service Users and key external stakeholders.
- Respond to queries from supported groups and external stakeholders
- Participate in team meetings, review sessions and planning events as required.

The role of the post holder will not be limited by reference to this job description. It would be expected that the role will evolve as professional, sectoral and member organisation needs change and the post holder will be expected to demonstrate flexibility skills that will facilitate this.

Qualifications and Skills:

- **Education & Experience:**
 - A graduate qualification in a discipline relevant to the work of the project or equivalent or 3 years' experience - community development, social work, education, public health, or a related field.
 - Previous experience working with the LGBTI+ community, rural community outreach, or related experience in a non-profit setting is highly desirable.
- **Skills:**
 - Strong interpersonal skills with the ability to build rapport and maintain relationships with diverse individuals and groups.
 - Excellent communication skills, both written and verbal, with the ability to present information and facilitate group discussions effectively.
 - Strong organisational and project management skills, with an ability to work independently and as part of a team.
 - Knowledge of issues facing the LGBTI+ community, particularly in rural contexts, and a passion for promoting inclusion and equality.
 - Competency with basic digital tools, including Microsoft Office Suite, social media platforms, Canva, and video conferencing tools.
 - Full Clean Drivers Licence which qualifies the candidate to drive on Irish roads.

Key Competencies:

- **Cultural Competency:** Demonstrates respect and understanding of diverse cultural identities and experiences.
- **Community-Centric Approach:** Prioritises community needs, showing empathy and a strong desire to support individuals in rural settings.
- **Flexibility:** Adapts to changing community needs and schedules, with a willingness to travel within rural areas as needed.
- **Advocacy and Diplomacy:** Comfortable advocating for LGBTI+ rights within rural communities while maintaining positive relations with local organisations.

What We Offer:

- A supportive and inclusive work environment with the opportunity to make a meaningful impact on the lives of rural LGBTI+ individuals.
- Competitive salary and benefits package.
- Professional development and training opportunities in community development and LGBTI+ advocacy.

Terms of Employment

Location: Base in Cork City, with outreach work to Cork County and Kerry region.

Contract: 35 Hours per week. Successful candidate will be required to work some evenings and occasional weekends. Flexibility will be required. 12 month contract subject to 6-month probationary period. Renewed subject to ongoing funding.

Salary: €36,195 (Pro Rata)

Annual Leave: 25 days per annum (Pro Rata)

Role Start Date: 6th January 2025

Responsible to: Gay Project Manager

Closing date for receipt of CV and cover letter outlining the reasons why you think you are suitable for this post is **Friday 29th November 2024 at 1pm sharp**.

To Apply:

Please send by email to chair@gayproject.ie (<mailto:chair@gayproject.ie>) and please ensure to add the job title you are apply for in the 'Subject' heading.

Interviews will be scheduled to take place in-person in Cork City in early December 2024.

If you have any queries or would like additional information then you may contact;

- Stephen Spillane, Chair Gay Project chair@gayproject.ie (<mailto:chair@gayproject.ie>) and/or
- Konrad Im, Manager Gay Project konrad@gayproject.ie (<mailto:konrad@gayproject.ie>)

Region

Cork City / Kerry

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11th Nov, 2024

Expiry Date

29th Nov, 2024

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