



## COMMUNITY CONNECTOR OFFICER (1 FTE)

<b>Role Title</b>	<b>Community Connector</b>
<b>Status</b>	<b>Fixed Term Contract (18 Months)</b>
<b>Location</b>	<b>Kish House, Kilbarrack, Dublin 5</b>
<b>Reporting to</b>	<b>Inclusion and Training Team Leader</b>
<b>Salary Scale</b>	<b>Between Point 5 and Point 8 of the Project Worker Scale (€43,011 to €48,525) depending on experience</b>

Northside Partnership (NSP) continues to support the needs of those who have recently arrived in Ireland. NSP engages with Local Community Groups (LCGs), statutory agencies, newly arrived communities, accommodation centres/hotels and host families to understand the challenges and to put in place programmes and opportunities.

### Role Purpose

NSP wishes to employ a Community Connector who, working with a community development ethos, will develop pathways to social, economic and cultural inclusion for people seeking international protection in the local community across both Northside Partnership and Dublin Northwest Area Partnership catchment areas. This will involve engaging with local community organisations and people living in direct provision centres in developing bespoke volunteering programmes, assisting in the development of effective and inclusive communications, participating in local and national networks and fora, identifying challenges to inclusion and organising information sessions, workshops etc.

The aim of the role is to support the integration and social inclusion of people who have recently arrived in Ireland into the local community.

Please note access to a car is essential as the role involves attending sessions off-site with no access to public transport.

### Duties of the Role

#### Community Development and Support

- Use a strengths-based community development / Advantaged Thinking approach in supporting the community and the people with whom we work.
- Engage regularly with all relevant local voluntary and statutory organisations, as well as with relevant community development and inclusion services such as SICAP, Empowering Communities Programme, etc.
- Maintain regular communication channels with the local community regarding information on migration.
- Lead on the rollout of the delivery of NSP's newly developed Understanding Migration Toolkit which will be a resource for Local Community Groups.



	<ul style="list-style-type: none"> <li>• In conjunction with local community groups and the local development teams of Northside Partnership and the Dublin Northwest Area Partnership, identify opportunities to develop bespoke volunteering programmes to support the inclusion of new arrivals into the local community.</li> <li>• Support the coordination and development of the ongoing facilitated dialogue process in the Northside Partnership catchment area.</li> <li>• Using the expertise of NSP and DNWPs mentor panel conduct/lead/coordinate on a photovoice research project to capture the voice of those impacted by the protests in Coolock in July 2024.</li> <li>• Use a creative community development approach</li> </ul>
<p><b>Collaboration and Coordination with Stakeholders</b></p>	<ul style="list-style-type: none"> <li>• To collaborate with other Community Connectors and the Community Connection Project (CCP) Co-Ordinator within the Local Development Companies Network (LDCN) in the researching, developing and expanding of good practice, and engage with the LDCN CCP Co-ordinator where appropriate on evolving situations, persistent barriers to implementation.</li> <li>• Engage when required with the LDCN CCP Co-ordinator and/or the Department of Rural and Community Development (DRCD) to ensure work is complementing national Community Engagement efforts.</li> <li>• Engage when required with the Integration Forum and the Local Authority Integration Teams (LAITs) active in the locality to identify barriers to integration, knowledge gaps, service provision gaps, etc.</li> <li>• Work collaboratively with the local community, voluntary and statutory agencies to develop initiatives and programmes that will facilitate the social, economic and cultural inclusion to Irish society of those seeking refuge.</li> </ul>
<p><b>Strategic Planning and Resource Mapping</b></p>	<p>Facilitate a collaborative approach and develop a coordinated response with the community and other stakeholders in developing a clear annual plan including:</p> <ul style="list-style-type: none"> <li>• Mapping out needs and services of the targeted area with associated resources.</li> <li>• Putting required supports and structures in place to strengthen the capacity of the local community to engage meaningfully with migrant integration efforts.</li> </ul>

<b>Monitoring and Reporting</b>	<ul style="list-style-type: none"> <li>• Provide progress reports and briefings on developments to relevant funding bodies, government departments committees and the Board of Northside Partnership.</li> </ul>
<b>Partnership &amp; Teamwork</b>	<ul style="list-style-type: none"> <li>• Contribute to the values, ethos and culture of Northside Partnership and Dublin Northwest Partnership by participating in partnership events, collaborating with colleagues across programmes and through sharing your skills, knowledge and experience in the enrichment of Northside Partnership's and Dublin Northwest Area Partnership's services and supports.</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Assist in the development and dissemination of information pertaining to the programme through presentations, policy papers, etc.</li> <li>• Attend conferences, seminars, and other forums as required.</li> <li>• Work to empower the voices of those with whom we work and assist them in articulating their voice.</li> <li>• Work in conjunction with NSP's and DNWAP's Marketing and Communications teams, at a regional level in developing an effective and inclusive communications and messaging strategy.</li> <li>• Using a coaching and mentoring approach to support local community and community organisations in addressing migration challenges</li> </ul>
<b>Compliance with Statutory, Funder and Company Policies and Procedures</b>	<ul style="list-style-type: none"> <li>• Ensure that effective information systems are in place to meet the needs of the programme in accordance with agreed audit requirements.</li> <li>• Manage participant files in line with GDPR guidelines.</li> <li>• Ensure compliance with relevant policies and procedures including Data Protection, Freedom of Information and Health and Safety.</li> <li>• Work in line with the Northside Partnership, Practice Principles, Code of Conduct, Policies and Procedures.</li> <li>• Contribute to workplace health and safety through compliance with workplace policy, raising concerns and/or bringing ideas for improvement forward for consideration to Northside Partnership's health and safety representatives.</li> </ul>
<b>Finance/Budget</b>	<ul style="list-style-type: none"> <li>• In collaboration with the Local Development Coordinator keep track of expenditure in line with organisations financial procedures</li> </ul>

<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain appropriate documentation as required, by collating program participation data, documenting project successes and challenges and uploading information to the database</li> <li>• Provide monthly reports and project updates and findings as requested</li> <li>• Undertake administrative duties, related to the post, as required</li> </ul>
<b>Person Specification</b>	
<p>Candidates are encouraged to apply for this role with the requirement that they can demonstrate both the relevance of their skills and experience. It is likely that the person appointed will demonstrate a genuine commitment to Northside Partnership's ethos and vision. Northside Partnership is committed to implementing an <b>Advantaged Thinking</b> approach which focuses on identifying, developing and investing in the skills, capabilities and assets of the people with whom we work. The successful candidate will ideally have the skills and attributes detailed below.</p> <p>The Community Connector Officer should have relevant qualifications or experience and be able to demonstrate this experience and expertise in the following areas:</p>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 3 years' experience of engaging with communities experiencing disadvantage.</li> <li>• Experience of delivering creative community development approaches, local needs analysis, planning, and promoting social inclusion.</li> <li>• Experience of working with people from diverse backgrounds</li> <li>• Experience of designing and delivering capacity-building supports within the community sector.</li> <li>• Understanding and experience of working with statutory and local/community development infrastructure and knowledge of the national/local policy context that they work in.</li> <li>• Experience of holding conversations with groups / individuals in seeking to understand different perspectives.</li> <li>• Experience in project management and delivering projects with a defined timeline and work plan.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• The Community Connector Officer should have a relevant 3<sup>rd</sup> level qualification (such as Community Development or Social Sciences) or practical experience in a similar type of role.</li> </ul>
<b>Technical Skills</b>	<ul style="list-style-type: none"> <li>• Excellent IT and Computer Skills with proficiency in Microsoft Word, Excel, PowerPoint, Teams, Outlook etc.</li> </ul>

<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Appreciation of cultural diversity and social inclusion.</li> <li>• Excellent communication and organisational skills, capable of liaising with a wide variety of stakeholders and conveying detailed information to relevant parties in a timely manner.</li> <li>• Experience of communicating complex messages and frequently developing information in a succinct, easy-to-understand form.</li> <li>• Have excellent communication, facilitation, and report writing skills.</li> <li>• Demonstrated leadership skills.</li> <li>• Ability to build on the practice of the team and to implement an Advantaged Thinking/Asset-based approach.</li> <li>• Knowledge of existing statutory services in the area.</li> <li>• A pro-active and can-do attitude.</li> <li>• Flexible, adaptable and a creative thinker.</li> <li>• An ability to build good relations and liaise effectively with a variety of community organisations, local services, and statutory agencies.</li> <li>• Will have the ability to set reasonable goals and the capacity to identify and build on positive changes however small.</li> <li>• An understanding of the local community and its dynamics</li> <li>• Knowledge of the asylum-process in Ireland and the barriers to integration</li> </ul>
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<b>Terms and Conditions of Employment</b>	
<b>Location</b>	Kish House, Kilbarrack, Dublin 5
<b>Salary</b>	<b>Between Point 5 and Point 8 of the Project Worker Scale (€43,011 to €48,525) depending on experience</b>
<b>Contract Type</b>	18 months
<b>Annual Leave</b>	22 working days (pro-rata) exclusive of public holidays with one additional day awarded after each year of service up to 25 days.
<b>Travel &amp; Subsistence</b>	Travel and subsistence will be paid at public sector rates