

Donegal Local Development CLG and its partners Donegal Travellers Project and the Donegal Intercultural Platform CLG invite applications for the following vacancy:

**DEVELOPMENT WORKER/TRAINER – THINK EQUALITY DONEGAL (PART TIME)**

The purpose of this post is to design and deliver innovative methodologies and approaches including training to promote and advance equality and interculturalism across Donegal. The Development Worker/Trainer will promote the practice of Community Development across all stakeholders involved in the delivery of the Think Equality Donegal Project. They will develop a creative and accessible online and social media presence to promote equality, diversity and interculturalism while also creating the conditions for respect where cultural diversity is celebrated.

This exciting project is a partnership between Donegal Local Development Company CLG, Donegal Intercultural Platform and Donegal Travellers Project.

- The Development Worker/Trainer will be required to work part time, preferably 21 hours per week spread over 3-5 working days.
- This is a fixed term contract to 29<sup>th</sup> August 2024 and is subject to funding.
- Ability to design and deliver innovative methodologies and approaches including training to promote and advance equality and interculturalism across Donegal.
- Appreciation and understanding of Equality/Human Rights legislation in Ireland.
- A recognised and relevant Third Level/professional qualification **OR** sufficient demonstrated experience in this area.
- Full Clean Driver's License and access to transport is required.

**Application Process**

To apply for the position, **please submit by email, a Letter of Application together with current Curriculum Vitae and clearly outline how you meet the criteria to:** Human Resources at [vacancies@dldc.org](mailto:vacancies@dldc.org)

Applications to arrive no later than **12 Noon on Monday 30<sup>th</sup> October 2023**. Job Descriptions are available from [vacancies@dldc.org](mailto:vacancies@dldc.org) and also on DLDC website [www.dldc.org](http://www.dldc.org)

Partnership panel interviews will be held on the **afternoon** of Thursday **9<sup>th</sup> November 2023**. We reserve the right to enhance both the essential and desirable shortlisting criteria, dependent on response. A panel may be formed from which similar vacancies may be filled.

***Donegal Local Development CLG is committed to a Policy of Equal Opportunity. Canvassing will disqualify.***



Rialtas na hÉireann  
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Funded by the Department of Rural  
and Community Development.

**RETHINK  
IRELAND** Our  
Social  
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Fund



Donegal  
Intercultural  
Platform clg



ciste na  
gcuntas díomhaoin  
the dormant  
accounts fund

## DLDC - Job Description

### DEVELOPMENT WORKER/TRAINER (THINK EQUALITY DONEGAL) – Part Time

<b>Job Title:</b>	<b>Development Worker/Trainer (Think Equality Donegal)</b>
<b>Employer:</b>	Donegal Local Development CLG (DLDC)
<b>Main Purpose of Role:</b>	<p>The purpose of this post is to design and deliver innovative methodologies and approaches including training to promote and advance equality and interculturalism across Donegal. The Development Worker/Trainer will promote the practice of Community Development across all stakeholders involved in the delivery of the Think Equality Donegal Project. They will lead on developing a creative and accessible online and social media presence to promote equality, diversity and interculturalism while also creating the conditions for respect where cultural diversity is celebrated.</p> <p>This exciting project is a partnership between Donegal Local Development Company CLG, Donegal Intercultural Platform and Donegal Travellers Project.</p>
<b>Salary</b>	Salary for this position will be commensurate with knowledge, skills and experience.
<b>Conditions of Work:</b>	<ul style="list-style-type: none"> <li>• The Development Worker/Trainer will be required to work part time, preferably 21 hours per week, with flexibility to spread over 3-5 working days.</li> <li>• This role will be subject to a 6-month probationary period, and performance in role will be discussed throughout the term.</li> <li>• Full Clean Driver’s License and access to transport is required.</li> <li>• This is a fixed term contract post to August 2024 and is subject to funding.</li> <li>• The post may require working outside of normal office hours from time to time, for which candidates will be compensated through an operational system of “time in lieu.”</li> <li>• Travel and Subsistence expenses will be provided in accordance with DLDC agreed policy.</li> </ul>
<b>Main Duties</b>	
<b>You will be required to...</b>	
<b>1</b>	To coordinate and oversee the development and implementation of the Think Equality Donegal Project in line with the Rethink contract and to provide supervision and support to the Community Links Worker.
<b>2</b>	To design and deliver innovative methodologies and approaches to promote equality including Public Sector Duty awareness in County Donegal.
<b>3</b>	The Development Worker/Trainer will develop a framework in collaboration with the relevant stakeholder for the implementation of the Think Equality Donegal Project.
<b>4</b>	The Development Worker/Trainer will design and deliver a communication strategy with emphasis on social media/online training as a tool for social change and raising awareness on racism, interculturalism and diversity.
<b>5</b>	To promote current state policy and EU/International policy in relation to equality, racism, human rights as part of the instruments in promoting equality in Donegal.
<b>6</b>	To connect with and develop relationships with BME communities including the Traveller and Roma communities in Donegal and relevant representative organisations.
<b>7</b>	To develop interventions in Donegal to address challenges for minority and ethnic communities related to social, economic and culture issues and to assist in supporting inclusion where appropriate.
<b>8</b>	To design, develop and deliver training and development programmes with accreditation to meet the aims of the project and produce submissions and presentations to influence statutory and community bodies to promote equality/equality proof services.

9	To work with the Steering group and the three partnership organisations to meet the targets and deliver the actions as set out in the Think Equality Donegal Project.	
10	This list of job duties is not exhaustive and may be amended in order that all role duties are fulfilled.	
<b>Core Competencies</b>		<b>Essential</b>
1	<b>Training design, delivery and facilitations skills.</b>	You will be able to design and deliver innovative methodologies and approaches including training to promote and advance equality and interculturalism across Donegal.
2	<b>Working experience of implementing a community development approach to social inclusion issues</b>	You will be required to demonstrate a knowledge and understanding of a community development approach to social inclusion issues.
3	<b>Understanding of the practice and theory of Interculturalism/ Equality/Diversity/ Inclusion/Gender Equality &amp; Intersectionality.</b>	You will be required to demonstrate a detailed, current working knowledge and an understanding of the practice and theory of Interculturalism, Equality, Diversity Inclusion and Gender Equality. Appreciation and an understanding of intersectionality on issues and challenges.
4	<b>Project and Stakeholder Management</b>	You will have experience in managing/delivering multiple projects to successful outcomes including stakeholder reporting covering activity and financial evaluation, providing project plans, using advanced Microsoft Office suite of programmes.
5	<b>Excellence Communication and interpersonal skills including IT expertise</b>	You will have experience of forming good working relationships with organisations and communities and influencing others, combined with excellent written, verbal communication, listening skills and IT skills including excellent online social media skills as a tool for promoting and building the profile of the Think Equality Donegal Project.
6	<b>Relevant Third Level Qualifications</b>	A recognised and relevant Third Level/professional qualification <b>OR</b> sufficient demonstrated experience in this area.
7	<b>Knowledge of Equality/Human Rights Legislations in Ireland</b>	Appreciation and understanding of Equality/Human Rights legislation in Ireland.
8	<b>Working knowledge of Adult and professional development training</b>	Working knowledge of designing and delivering training & development programmes for individuals and institutions including intercultural training.
8	<b>'Other'</b>	A clean, current driving license is essential, as travel across Donegal and beyond will be a requisite of this role.
<b>Core Competencies</b>		<b>Desirable</b>
<ul style="list-style-type: none"> <li>● Supervision/Leading Facilitation experience in a similar/same organisation.</li> <li>● Professional training qualification eg: Training and Development QQI</li> <li>● Knowledge of the NGO's and state bodies with a focus on Equality and Human Rights</li> <li>● Excellent report writing skills.</li> <li>● External experience on community-based committees/boards.</li> <li>● Working in the area of equality and human rights.</li> <li>● Reflective practice and evaluation.</li> <li>● Event organisation from developing the concept, planning, delivery on the day and risk assessment.</li> <li>● A comprehensive knowledge of terms, themes and issues related to racism and race-related discrimination in Ireland including Travellers and Roma.</li> </ul>		

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