

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

**COMMUNITY LINKS WORKER – THINK EQUALITY DONEGAL (PART TIME)**

This exciting project is a partnership between Donegal Local Development Company CLG, Donegal Intercultural Platform and Donegal Travellers Project. This post will support the Development Worker/Trainer to advance and achieve equality across Donegal, to develop positive relationships and the inclusion of and between Black Minority Ethnic Communities including Travellers and Roma. The Community Links worker focus on building meaningful relationships with BME communities in County Donegal.

- The Community Links Worker will be required to work part time, 3 days per week.
- This is a fixed term contract to 31<sup>st</sup> July 2024 and is subject to funding.
- Ability and experience to form good working relationships with organisations and communities.
- Demonstrate a detailed, current working knowledge and experience of working in the areas of Interculturalism, Equality, Diversity Inclusion and Gender Equality.
- 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 **5pm on Friday 16<sup>th</sup> February 2024**. Job Description is available below and on DLDC website [www.dldc.org](http://www.dldc.org)

Partnership panel interviews will be held on **Monday 26<sup>th</sup> February 2024**. 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.**



**DLDC - Job Description**

**COMMUNITY LINKS WORKER**

<b>Job Title:</b>	<b>Community Links Worker (Part time)</b>
<b>Reporting To:</b>	Development Worker / Trainer
<b>Employer:</b>	Donegal Local Development CLG together with its partners Donegal Travellers Project and the Donegal Intercultural Platform CLG.
<b>Main Purpose of Role:</b>	<p>The Community Links Worker will support the Development Worker/Trainer in delivering innovative methodologies and approaches including training to promote and advance equality and interculturalism across Donegal. They will assist in promoting the practice of Community Development across all stakeholders involved in the delivery of the Think Equality Donegal Project. The project aims to promote the full and meaningful inclusion of Black Minority Ethnic Communities including Traveller and Roma Communities across rural Donegal on local decision-making structures.</p> <p>The Community Links Worker will focus on building meaningful relationships with BME communities in County Donegal. This post will work with the Development Worker, project partners, steering group, and relevant agencies to advance and achieve equality across Donegal, to develop positive relationships and the inclusion of and between Black Minority Ethnic Communities including Travellers and Roma. This would be achieved through creating the conditions for the participation of BME communities at all levels of the project and for participation on training, planning, events, and project implementation.</p>
<b>Salary</b>	Project Officer level salary – prorated 3 days per week
<b>Conditions of Work:</b>	<ul style="list-style-type: none"> <li>• The Community Links Worker will be required to work 3 days per week.</li> <li>• This role is subject to funding up until 31<sup>st</sup> July 2024.</li> <li>• These terms may be extended or reduced subject to continuation of funding.</li> <li>• Performance in role will be discussed throughout the period of cover.</li> <li>• The post will require working outside of normal office hours 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>	The Community Links Worker will develop strategies to build meaningful relationships with BME communities across Donegal, for example neighbourhood work.
<b>2</b>	The Community Links Worker will work with the Development Worker and Donegal Intercultural Platform to help organise and support the delivery of training courses and workshops under the guidance of the development worker and the management team.

3	The Community Links Worker will facilitate dialogue in participative democracy structures (e.g.: PPN) between Black Minority Ethnic Communities, Donegal Intercultural Platform and publicly funded statutory agencies.	
4	The Community Links Worker will support the development and participation at (1) English language classes, (2) information sessions on rights and entitlements and (3) support the establishment of an office as a first point of contact for information and support including organising interpretation where required.	
5	The Community Links Worker will work closely with the Donegal Intercultural Platform so that BME communities have an opportunity to have their voices heard collectively and are supported to partake in a range of local development structures.	
6	The Community Links Worker, with the staff team, will implement a community development approach to create the conditions for equality for all in Donegal.	
7	The Community Links Worker will support, represent, and advocate with and for BME communities where there are incidents of individual or institutional racism.	
8	The Community Links Worker, with the staff team, will work with the Donegal Travellers Intercultural Training Initiative and will participate on and identify others to participate on the Intercultural Training Initiative team.	
9	The Community Links Worker will support / comply with systems to ensure that good governance, compliance; monitoring, evaluation and reporting are carried out in line with legislation and funder requirements.	
10	The Community Links Worker will be responsible for maintaining ongoing records and contributing to project monitoring for the purposes of funder reporting.	
11	The Community Links Worker will carry out any relevant duties as identified by the Project Steering Group, or the Development Worker deemed necessary for the effective implementation of the project.	
12	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>Excellent Inter-personal and communication Skills</b>	You will have experience of forming good working relationships with organisations and communities, combined with excellent written and verbal communication, and listening skills. You will be confidential by nature.
2	<b>Current Working Knowledge of Interculturalism/ Equality/Diversity/ Inclusion/ Gender Equality</b>	You will be required to demonstrate a detailed, current working knowledge and experience of working in the areas of Interculturalism, Equality, Diversity Inclusion, and gender equality.
4	<b>Teamwork</b>	You will be able to demonstrate an ability to work as part of a team and demonstrate teamwork skills.
5	<b>Skills/Experience</b>	A recognised qualification or experience in Community Development / Social Inclusion / Equality/Diversity or allied field with some related

		<p>working experience <b>and/or</b> a minimum of two years' experience of working with and for individuals or communities who experience inequalities, which must be current.</p> <ul style="list-style-type: none"> <li>• A proven track record in delivering programmes and projects.</li> <li>• Excellent group facilitation skills.</li> <li>• Good Presentation skills</li> <li>• Proficient knowledge of Microsoft Office suite of programs particularly Word, Excel and PowerPoint including online communication tools (i.e.: ZOOM)</li> <li>• Ability to engage and support individuals and families who are dealing with personal crisis/trauma.</li> <li>• Appreciation and an understanding of intersectionality on issues and challenges</li> </ul>
	'Other'	<ul style="list-style-type: none"> <li>• You must hold a clean, current driving license as travel across Donegal and beyond will be a requisite of this role.</li> <li>• Permission to work in Ireland is required as the position needs to be filled immediately.</li> </ul>
<b>Core Competencies</b>		<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Facilitator experience in a similar/same organisation.</li> <li>• Professional training qualification.</li> <li>• Working knowledge of All Ireland Standards of Community Development Practice.</li> </ul>		

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### **Application Process**

- To apply for the position, **please submit by email a Letter of Application together with current Curriculum Vitae**, clearly outlining how you meet the criteria, to: HR Department by Email to: [vacancies@dldc.org](mailto:vacancies@dldc.org)
- The closing date for receipt of applications is **5pm Friday 16<sup>th</sup> February 2024**.
- Interviews are likely to take place on **Monday 26<sup>th</sup> February 2024**.

We reserve the right to enhance the shortlisting criteria. A panel may be formed from which similar vacancies may be filled.