



Title	Community Engagement Project Officer
Status	Permanent, subject to funding
Location	Dublin 10
Reporting to	A designate of the CEO
Salary and Pension	On Company's officer level 2 scale €34,822- €50,488 starting point DOE. A Company pension scheme based on an employer contribution of 6% and Employee of 5% forms part of the job offer.
Note:	This post has the option to be worked either at 28 hours (pro rata) or 35 hours per week. Given the nature of community work occasional work on weekends and evenings would be expected as an element of the role. A TOIL system is in place. In addition, there are 24 days annual leave plus an additional 4 company days. LP is also committed through resourcing financial and time for ongoing professional development.

Introduction

Our Mission: The Liffey Area Partnership Company CLG (LAP) aims to collectively work to increase the economic base and resources of the community, and to develop and sustain the education, work and life opportunities of all the people of the area.

LAP believes that the application of community development principles builds community capacity and promotes social cohesion. LAP believes in supporting and advancing the development of community groups that share the values of the LAP Partnership thus enabling communities to participate effectively to assert their civic rights for an improved quality of life.

Empowering Communities Programme (EPC)

The EPC addresses area-based disadvantage in geographic areas on a small scale and builds on learning from other programmes such as the NEIC & RAPID and takes an Asset-Based Community Development (ABCD) approach. That is, the programme prioritises the use of pre-existing structures, resources and services. The Empowering Communities Programme (EPC) aims to enhance community access to key services, and empower local communities to craft their own response to area-based poverty, social exclusion and the resulting consequences,

Main purpose of the role: The Community Engagement Project Officer will be a member of the LAP community development team. The focus of the work will be to directly address social exclusion and the negative impacts of poverty and marginalisation in the Cherry Orchard area of Dublin 10. The Community Engagement Project Officer will do this by utilising a community development approach to strengthening the capacity of the community to work together and with key voluntary and statutory organisations and structures.

Role Description

Main duties and responsibilities

The successful candidate will play a key role in outreach and relationship building within the Cherry Orchard Community with individuals and community groups. Using community development approaches they will implement a range of initiatives based on recognised community development best practice¹. The community development approach involves individual and collective empowerment, enabling and supporting members of a community (of place, identity or interest) to work collectively, to improve the quality of their lives, their community and their society.

The work of the successful candidate will be underpinned by the core values of collectively, community empowerment; social justice and sustainable development; human rights, participation; equality and anti-discrimination.

Responsibilities will include:

- To engage with local residents on a street by street, door by door, event by event basis to assist local people to identify what matters to them
- Establish and facilitate events to regularly consult with the local community to inform the work local services
- Using community development approaches enable and work alongside local people to gain the knowledge, skills and attributes to become leaders within their own community
- With local people, map out the needs of the local community in a community annual plan to put required supports and structures in place to address any weaknesses and strengthen the capacity of the local community to engage meaningfully with existing community structures and the ECP
- Working with local people establish, develop and/or grow relationships between the community and the relevant local and statutory organisations
- Co- work with local people to have community gain projects, be they environmental, recreational, social enterprise, education, social inclusion or others as determined by the local community
- To ensure that LAP's value of collaboration is maintained through strong, working relationships with a wide range of stakeholders in the statutory and community sectors including the local authority, local community and voluntary organisations and residents of the area

Additional duties and responsibilities include:

- Promotion of volunteering within the local community
- Developing a suite of capacity building activities to assist community empowerment.
- Outreach, engagement and design of responses to the needs of individuals who are new residents of the community.
- Following community interest in conjunction with colleagues provide opportunities for individuals to train in leadership and community development

Reporting

- Developing and implementing evaluation systems to assess the impact of the ECP
- To prepare timely quantitative and qualitative reports on a quarterly basis as required for funders and LAP
- Prepare interim and final progress reports for project funders as well as written and video case studies

¹ As set out in the All-Ireland Standards for Community Work ¹ <https://www.cwi.ie/wp-content/uploads/2016/03/All-Ireland-Standards-for-Community-Work.pdf>

The principal duties and responsibilities as outlined above indicate the main functions and responsibilities of the post and are subject to review and amendment in light of changing circumstances and may include other duties and responsibilities as may be determined from time to time by the designated line manager.

Knowledge & Expertise

The Community Engagement Project Officer should be able to demonstrate experience and expertise in the following areas:

- The successful candidate will be educated to a minimum of QQI level 5. A qualification to degree level in a related field (Community Development, Sociology, Human Sciences etc) is desirable but not essential
- Possess experience at ground level either in a paid or voluntary capacity in community organising
- Group facilitation, relationship building and outreach and engagement skills
- Solid understanding of the principles and process of community development
- Capacity to effectively interact and take a leadership role with a broad range of stakeholders.
- Experience of working in paid or unpaid capacity with communities experiencing marginalisation and social exclusion
- Must have knowledge and understanding of the factors impacting on disadvantaged communities.
- Must demonstrate an understanding and commitment to social inclusion and social justice
- Must have experience of establishing contact and developing relationships with key stakeholders including statutory bodies, and stakeholders in the community and voluntary sectors.

Skills & Competencies

The Community Engagement Officer should be:

- Able to work inclusively with communities living in the local area
- In possession of good written (both academic and report/proposal writing), oral communication, facilitation and presentation skills
- The ability to work sensitively and in an empowering way in a community setting.
- Flexible, creative with the ability to adapt to a changing and challenging environment.
- Able to work in a self-directed manner.
- Able to conduct themselves in a way that commands confidence and respect.
- Computer literate in dealing with standard MS word systems.

Character & Personal Qualities

- Be a believer in the capacity of local communities to address issues of importance to them
- Be a champion of equality, empowerment and social justice
- Be skilled in relationship building with residents, staff and volunteers
- Be creative, solution focused, collaborative and forward thinking
- Able to work in a self-directed dynamic manner, and to develop good working relationships with all stakeholders
- Appreciative of the main social, economic and environmental issues currently affecting the sector
- Fair, impartial and open to new ideas and information