

Job Description

Job Title	Community Link Worker – Community Connection Project
Reporting to	Social Inclusion Programme Manager
Responsible to	CEO of Laois Partnership Company and the voluntary Board of Directors
About us	<p>Laois Partnership Company is the local development company for County Laois. We deliver a number of state and EU funded programmes that promote social inclusion, community and rural development, and that support employment creation and enterprise development. We provide a range of supports and services that aim to make Laois a better place to live, where people can prosper and achieve their full potential.</p> <p>At present the company delivers a number of funded programmes such as SICAP and LEADER, via the Department of Rural and Community Development; a CE scheme for community childcare services in Laois and a TUS work scheme for County Laois, via the Department of Social Protection as well as a Social Prescribing service funded via the HSE. We also run a childcare service, and a community services programme for elderly people, with funding via POBAL. Other programmes available within the service include a New Arrivals support service; rural development programmes such as Rural Walks Scheme and Rural Social Scheme.</p> <p>A key function of the organisation is to identify gaps in services and supports, particularly to those most disadvantaged, with a view to obtaining suitable funding streams to develop evidence-based programmes of support.</p>
Our Mission	Making Laois a better place to live by promoting positive change in social, enterprise and community development.
Our Vision	Supporting Laois to be a vibrant County of inclusion, equality and prosperity.
Our Values	<p>Respect – we value everyone’s contribution and harness the power of diversity and inclusion in society.</p> <p>Integrity – we operate with honesty and are committed to transparency and fairness in all that we do.</p> <p>Compassion – we care about people and want to support them with a kind and caring approach.</p> <p>Quality – we aim to provide an excellent service to individuals, communities and stakeholders.</p> <p>Unity – we believe in the power of cooperation, working together for the benefit of all.</p>
Purpose of the post	The Community Connection Project (CCP) will use a community development and inclusion approach to address concerns of communities and assist them in developing constructive responses to numbers of International Protection Applicants in the geographic area of Co Laois.

	<p>The Community Link Worker will engage with the local community across Co Laois, over an 18-month period, helping to build community resilience against misinformation and prejudice by working with the local community before, during and after the arrival of International Protection Applicants (IPAs) and where IPAs Centres are already in use.</p> <p>The Community Link Worker will work with communities, in accordance with community development practice, to understand the facts and realities of the International Protection System and the challenges faced by people seeking asylum, in the context of communities with their own needs and challenges.</p> <p>This is a development post that is being piloted across a number of Local Development Companies, and at national level by a Community Connector Programme Coordinator, employed by the Local Development Company's Network. The project will be overseen by the Department of Rural and Community Development who aim to collate information on the multitude of approaches, challenges and other relevant information provided by workers across the country. This data will then be used to inform policy decisions, provide an evidence base for any potential expansions of the programme in future and to develop tool-kits and best practice models on positive community-led approaches to integration challenges that may be rolled out and adapted for use.</p>
<p>Duties and Responsibilities</p>	<p>Programme Development</p> <ul style="list-style-type: none"> • To work at a local level to directly engage with local communities to understand and tackle challenges and concerns in the context of migrant integration locally. • To engage with residents already living in the local community as the primary focus, rather than providing services and supports directly to IP Applicants. • To use a community development approach to strengthen the capacity of the community to work together (and with key voluntary/statutory organisations and structures), with a focus on establishing facts, counteracting misinformation, and engagement on community concerns and working to develop inclusive responses to migrant integration. • Identify specific small geographic areas across Co Laois that require supports, and work to engage with residents in the area to provide intensive supports. • Learn from good examples across the County, of where integration has been successfully achieved. • In collaboration with other agencies/stakeholders, identify gaps in integration opportunities and identify potential solutions for same. <p>Communication and Teamwork</p> <ul style="list-style-type: none"> • Develop effective working relationships with a range of stakeholders, including local communities across Co Laois. • Identify how this role can add value to the work undertaken by other workers in Laois Partnership Company programmes (such as SICAP, etc.). • Liaise with the Community Engagement Team of the DCEDIY, along with other key stakeholders, including the Local Authority Integration Teams (LAITS) on work ongoing in the locality.

	<ul style="list-style-type: none"> • Engage with the Community Integration Forum to ensure consistency for communities as well as the best use of resources. • Engage, when required, with the CCP Co-Ordinator and/or the Department of Children, Equality, Disability, Integration and Youth’s (DCEDIY) Community Engagement Team to ensure work is complementing national Community Engagement efforts. • Be able to provide both written and verbal information in a confident, concise manner. • Prepare reports for relevant committees, CEO, Board etc., as requested. • Ensure all publications and promotional material reference the DRCD. • Maintain an information service for individuals and groups and advise and keep them up to date with relevant issues, supports available etc. • Work as part of the wider team and be a flexible team player across the company. <p>General Duties</p> <ul style="list-style-type: none"> • To always comply with Laois Partnership policies and procedures. • To work in a manner which positively promotes the aims, objectives, and values of the organisation. • To actively participate in regular support meetings with the Social Inclusion Programmes Manager. • To actively participate in service review meetings and contribute to organisational development, upholding a culture of integrity, equality, transparency, and quality service provision. • Undertake any duties consistent with the post as may be reasonably requested by the Social Inclusion Programmes Manager, the CEO and the Board. <p>Please be advised that this is not an exhaustive list of duties for the role and changes may occur. This role is a developmental role and will require flexibility and adaption to new and changing situations on an ongoing basis.</p>
Eligibility Criteria	
Qualifications	A recognised third level qualification in Community Development or relevant field
Experience	<ul style="list-style-type: none"> • At least three years’ paid experience in working with disadvantaged communities using community development approaches • Experience of delivering community development approaches, local needs analysis, planning and addressing social exclusion issues. • Experience of communicating complex and frequently developing information in a succinct, easy to understand form. • Capable of liaising with a wide variety of stakeholders and conveying detailed information to relevant parties in a timely manner. • Experience of mediating disputes, working with all parties to develop a mutually agreeable approach to resolving conflict. • Understanding and experience of working with statutory and local /community development infrastructure and knowledge of the national/local policy context that they work in. • Experience in

	<ul style="list-style-type: none"> • Experience of designing and delivery of capacity building supports within the community sector. • Be able to demonstrate leadership skills.
Skills and competencies	<ul style="list-style-type: none"> • Strong communication and organisational skills • Effective teamwork skills • Strong solution focused skills • Project management skills and ability to deliver projects with a defined timeline and work plan • Ability to manage varied and busy workload effectively • Displays the ability to respond constructively to feedback, listens carefully and presents themselves professionally • Very good ICT and admin skills
Other requirements	<ul style="list-style-type: none"> • Good team player • Self-awareness and willingness to learn • Ability to use initiative • Positive attitude with a focus on continuous improvement <p>Full driving license and access to car</p>
Terms and Conditions	<p>Contract: 18 months – may be extended subject to funding</p> <p>Hours: 35 hrs/week</p> <p>Annual Leave: 24 days per annum</p> <p>Salary: €40,854 - €47,546, commensurate with experience</p> <p>Other: Access to Employee Assistance Programme; Death in Service benefit; paid sick leave policy</p> <p>Primary Location: On-site at Laois Partnership Company Office in Portlaoise, Co. Laois. R32VY22.</p> <p>Travel: The role will involve some travel and evening work for which you must provide your own vehicle; travel expenses are paid as agreed.</p> <p>Satisfactory references will be sought prior to the successful candidate taking up the post.</p>
How To apply	<p>To apply, please send a letter of application, outlining why you believe you are suitable for this role, together with your Curriculum Vitae. Please submit this, via email, marked Community Link Worker to info@laoispartnership.ie</p> <p>Closing date for receipt of applications is Friday 28th February 2025 @5pm.</p> <p>No late applications will be accepted. Informal enquiries should be directed to info@laoispartnership.ie</p> <p>Canvassing will disqualify.</p>

Laois Partnership Company is an equal opportunity employer and does not discriminate against individuals on the basis of gender, age, race, colour, nationality, ethnic or national origin, religion, marital status, family status, sexual orientation, disability or membership of the travelling community.

The funding for this position is provided by the Department of Rural and Community Development.

