

Community Link Worker Job Description

Job Title: Community Link Worker
Reporting to: Community Development Co-Ordinator
Location: Wexford Local Development, Wexford Office Spawell Road, Wexford.
Contract Type: Full-time 35 hours per week; Fixed-Term contract 18 months

Context:

The Community Connection Project (CCP) is one of a number of national community and local development programmes delivered at local level by WLD on behalf of the Government to create opportunities that promote equality and inclusion and improve quality of life for people and communities. The Community Connection Project (CCP) is a national initiative that will use community development approaches* to understand the concerns of communities about immigration and help them to develop constructive responses. WLD's new Community Connection Project (CCP) will develop ways to discuss immigration respectfully and constructively & increase our shared, evidence-informed, understanding about the reality of immigration in targeted communities in south Co. Wexford. The Community Connection Project is funded by the Department of Rural & Community Development

Overall, Purpose of the Role:

The Community Link Worker (CLW) will work on an outreach basis engaging directly with people in local communities, adopting a community development approach to address challenges related to changing demographics in targeted urban and rural areas in the south of Co. Wexford.

By fostering dialogue, providing accurate information, and building local capacity, the CLW will promote inclusive and sustainable responses to migrant integration.

By prioritising a values-led, community development approach, the project will create a sustainable foundation for social cohesion at a time of rapid demographic change, while addressing the unique needs and challenges of local communities in south Co. Wexford. Through **informal education, dialogue, critical analysis and collaboration**, CCP will test, examine and document different ways to strengthen the capacity of local communities to adapt to the arrival of newcomers constructively.

The project will take a proactive approach and is **not intended to 'firefight'** in communities where conflicts or protests arise. The Community Link Worker will not attend the scene of



protests or incidents of extreme responses to new arrivals; nor will it engage with individuals or groups that hold entrenched extremist views.

The Community Connection Project represents an opportunity to explore and document ways to foster understanding, counter misinformation, and develop inclusive community practices at a hyper-local level in County Wexford.

Key Responsibilities:

1. **Community Engagement:** Establish and maintain strong relationships with residents, local organisations, and statutory agencies to deliver informal education programmes and create dialogue around migrant integration.
2. **Building Resilience:** Address misinformation and prejudice through workshops, discussions, and provision of accurate information on migration in general, but in particular the International Protection System.
3. **Capacity Building:** Strengthen the capacity of communities to work collaboratively on challenges related to changing demographics. In particular how to approach difficult conversations in a way that disrupts negative narratives
4. **Inclusion & Understanding:** Facilitate inclusive initiatives that support mutual understanding between local communities and new arrivals.
5. **Sustainability:** Foster sustainable practices and relationships that endure beyond the project lifecycle.

Expected Outcomes

1. Increased community understanding of immigration, the context in which changes are taking place and the realities faced by people seeking international protection, refugees & other migrants.
2. Strengthened community resilience against misinformation and prejudice and increased understanding of how to approach difficult conversations.
3. Enhanced capacity for local communities to address structural challenges collaboratively and inclusively.
4. Development of sustainable community structures that support ongoing integration.



Key Competencies:

- Proven experience of working from an equality and human rights focus using a community development approach.
- Strong interpersonal and communication skills, with the ability to engage diverse groups and to network with communities as well as statutory agencies.
- Excellent groupwork and group facilitation skills.
- Knowledge of issues related to migrant integration, social inclusion, human rights, and equality.
- Ability to work independently and as part of a team.
- Cultural sensitivity and awareness, particularly in the context of County Wexford.
- Report writing skills and experience of developing case studies and project toolkits (desirable)
- Capacity to navigate challenges and adapt to various contexts where community work takes place.
- A strong alignment to WLD's values of **Respect, Equality, Leadership, Inclusion and Integrity** and a commitment to social impact.

Qualifications and Experience:

- Relevant qualification in Community Work, or a related field.
- Minimum 3 years of experience in community development, community education or advocacy roles.
- Familiarity with the Irish International Protection System is desirable.
- Proficiency in IT and report-writing skills.
- Full clean driving licence and access to a car as the role involves travel.

What We Offer:

- Salary will be commensurate with experience and will be between €41020 to €44552
- Flexible working hours over 35 hours per week, will include some evenings and weekends as required. Time Worked Up applies.



- Remote/hybrid working requests will be considered.
- Generous leave entitlements.
- Access to our EAP (Employee Assistance Programme)
- Free onsite parking
- Purposeful work and access to continuous professional development opportunities

* *Community development approaches as defined by [the All Ireland Endorsement Body for Community Work](#)*

