



Rialtas na hÉireann
Government of Ireland



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Community Link Worker Job Description

Cork City Partnership a local and community development company working in Cork city. We were founded over 30 years ago in 1992. Our mission is to improve the life chances and opportunities of people who experience the effects of poverty and social exclusion through promoting equality and inclusion for all.

Cork City Partnership is recruiting a Community Link Worker.

Job Title: Community Link Worker

Reporting to: Social Inclusion Programme Co-ordinator

Location: Cork City

Contract Type: Full-time 35 hours per week; Fixed-Term contract 18 months

Context:

The **Community Connection Project** is one of several community development programmes delivered at local level by Cork City Partnership 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** 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. Cork City Partnership's new **Community Connection Project** will develop ways to discuss immigration respectfully and constructively & increase our shared, evidence-informed, understanding about the reality of immigration in Cork City. This 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 Cork City.

Through **informal education, dialogue, critical analysis and collaboration**, this project will test, examine and document different ways to strengthen the capacity of local communities to adapt to the arrival of newcomers constructively.

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, while addressing the unique needs and challenges of local communities in Cork City.

The project will take a proactive approach and is **not intended to 'firefight'** in communities where conflicts or protests arise. The CLW will engage with residents

already living in the local community as their primary focus, rather than providing services and supports directly to IP Applicants. The CLW will engage with local communities to understand and tackle challenges and concerns in the context of migrant integration locally, utilizing a community development approach to strengthen the capacity of the community to work together and with key voluntary and 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.

Core 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 particularly the International Protection System.
- 3. Capacity Building:** Strengthen the capacity of communities to work collaboratively on challenges related to changing demographics with a focus on ways 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.

Other Responsibilities

- Share best practice with the Community Connection Project Co-ordinator within the Local Development Companies Network and engage with that Co-ordinator where appropriate on developing situations and persistent barriers to implementation which may require Departmental input.
- Engage when required with the Department of Children, Equality, Disability, Integration and Youth's (DCEDIY) Community Engagement Team to ensure work is complementing national Community Engagement efforts.
- Engage with the Integration Forum and the Local Authority Integration Teams (LAITs) active in the locality to identify barriers to integration, knowledge gaps, service provision gaps etc.
- Establish and run a system to maintain regular communication channels with the local community, conveying information as it becomes available on the arrival of new community members, counteracting misinformation on immigration.
- Facilitate a collaborative approach and develop a coordinated response with the community and other stakeholders in developing a clear annual plan including mapping out needs and services of the targeted area with associated resources to put required supports and structures in place to address any weaknesses and strengthen the capacity of the local community to engage meaningfully with migrant integration efforts.

- To ensure that the work plan is inclusive of all communities living in the targeted area and oversee work plan implementation, develop progress reports and flag challenges, delays and possible risk factors as they emerge.

Qualifications and Experience:

Required:

- At least 3 years' experience of engaging with disadvantaged communities.
- Demonstrable mediation/ facilitation and conflict resolution skills.
- 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.
- Strong communication and organisational skills, capable of liaising with a wide variety of stakeholders and conveying detailed information to relevant parties in a timely manner.
- Understanding and experience of working with statutory and local /community development infrastructure and knowledge of the national/local policy context that they work in.
- Be able to demonstrate leadership skills.
- Proficient in Microsoft Office e.g. Word, Excel, Outlook, SharePoint.
- Financial and budgetary skills.
- A full Clean Drivers licence with access to own transport.

Desirable:

- A relevant 3rd level qualification.
- Experience in project management and delivering projects with a defined timeline and work plan.

Please send a letter of application with your CV to Brenda Barry,

bbarry@partnershipcork.ie

The successful candidate will be required to complete the Garda Vetting process.

Closing date 18 April 2025