County Wicklow Partnership: Community Connector

Job Title: Community Connector Role
(18 month FTC)

Reporting To: Social Inclusion Manager

Employer: County Wicklow Partnership CLG (CWP)

Main Purpose of Role

County Wicklow Partnership is a community-led local development company. We work to improve opportunities for people and communities in Wicklow to bring about positive changes in their own lives and their community.

We are now recruiting a Community Connector to work as part of the national Community Connection Project (CCP). This 18-month initiative aims to support local communities in responding constructively and inclusively to the presence of International Protection Applicants (IPAs) in their area.

The Community Connector will play a central role in engaging directly with communities hosting IPAs across the Wicklow catchment area to support understanding, address local concerns, and promote community resilience. Using a community development and inclusion approach, the Community Connector will help local communities access accurate information, counter misinformation, and develop informed, inclusive responses to migrant integration. This role will focus on fostering inclusion, strengthening relationships between residents and new arrivals, helping communities adapt to change, and promoting a positive narrative about the contributions new arrivals bring.

The post will operate in designated geographical areas identified for the 18-month period, where team support is in place. The role will include developing a toolkit for community engagement, along with measurement and evaluation methods. The post holder will bring urban and rural experience in a Wicklow context, with strong local knowledge and networks.

The Community Connector will carry out local research and receive ongoing support through a national network, contributing to wider integration efforts at a national level. They will also receive local support in their work with community groups through their role within CWP’s Community Development team.

Conditions of Work

* 35 hours per week.
* 6-month probationary period with quarterly performance reviews.
* 18-month fixed-term contract in line with Department of Rural and Community Development funding.
* Base location in County Wicklow with travel across the county.
* Eligibility for employer-contributed pension scheme.
* 25 days annual leave per annum & other leave options.
* Flexible and hybrid working options.
* Travel and subsistence allowance.
* Learning and development opportunities.
* Employee Assistance Programme.

Salary: €41,210- €48,620 (commensurate with Experience)

Key Responsibilities

1. Community Engagement & Capacity

* Use a community development approach to build inclusion in the community and capacity to work together with key voluntary and statutory organisations.
* Support development of inclusive responses to migrant integration, counter misinformation, and address community concerns.
* Facilitate coordinated community responses and create annual plans including needs mapping and resourcing.
* Build relationships to understand local concerns, needs, and experiences
* Support the development of community-led initiatives.
* Identify small local areas needing additional help and provide focused support particularly for young people from new communities

Information and Awareness

* Maintain communication channels with communities to share accurate information.
* Share clear and factual information about the International Protection system.

Research and Policy Development

* Document experiences, challenges, and good practices
* Share learning to inform national policy and programme development.

2. Planning, Monitoring & Evaluation

* Develop a work plan to ensure deliver against goals in the community Connector programme.
* To provide progress reports and briefings on developments to the Department.
* Share general project activity updates submitted to the Department with the CCP Coordinator in LDCN, with a view to informing ongoing work and research.
* Provide oral and written reports to your local line manager, ILDN coordinator, and relevant Steering Groups on progress and issues of relevance.
* Maintain up to date records related to required supports, solutions and responses.
* Ensure files are set-up to monitor community based activities.

3. Engagement & Partnerships

* Engage with local voluntary/statutory organisations, SICAP, and other community development programmes.
* Collaborate with CWP teams and other Community Connectors nationally.
* Work with the Integration Forum and Local Authority Integration Teams to identify and address integration barriers in two or three key locations in the county.

4. Miscellaneous

* Attend staff meetings.
* Carry out any other duties relevant to the post.
* Be willing to work evenings/ weekends (only where required)
* Hold a full clean driving licence and have access to own transport to fulfil duties of role.

Core Competencies – Essential

* Minimum 3 years’ community development experience, including grassroots engagement.
* Practical experience engaging with communities across Wicklow, both urban and rural, and an appreciation of the challenges and opportunities arising from IPAS-related developments and demographic change
* Proven experience of developing and using community engagement toolkits and evaluation methods.
* Experience delivering capacity-building supports.
* Strong interpersonal skills and ability to work collaboratively with all communities
* Skilled in organising workload, meeting deadlines, and producing high-quality reports.
* Trauma-informed approach and understanding of safeguarding principles.
* Excellent communication skills (written, verbal, facilitation).
* Recognised Third Level qualification or equivalent relevant training/experience.
* Full driving licence and access to own transport

Core Competencies – Desirable

* Experience working with SICAP or similar government-funded programmes.
* Ability to communicate in a 2nd language (Irish or other)
* Knowledge of data collection and analysis for community evaluation.

Application Process

To apply for the position, please submit by email a Letter of Application together with a current Curriculum Vitae, clearly outlining how you meet the criteria, to:
recruitment@wicklowpartnership.ie

* Closing date for applications: Tuesday, 9th September 2025.
* Interviews will take place during the week of 15th September 2025.