



Rialtas na hÉireann  
Government of Ireland

*This project is funded by Department of Rural and Community Development.*

## ICON is seeking to recruit a **Community Development Worker** (Community Development Pilot Programme)

<b>Post:</b>	Community Development Worker
<b>Responsible to:</b>	Project Leader
<b>Project:</b>	The objectives of the Community Development Programme are: <ul style="list-style-type: none"><li>• To develop community development responses to a range of social, economic and environmental concerns</li><li>• To facilitate an empowering collaborative approach to building relationships and undertake cooperative initiatives between marginalised groups, mainstream services and decision-making bodies</li><li>• To showcase and profile the benefits of an autonomous approach to community development in relation to existing, new and emerging issues.</li></ul>

### Key Duties:

#### Women in Private Rented Accommodation

To work with the Project Leader to:

- Help build a grassroots campaign by accessing women living in rented accommodation in the NEIC with a focus on those in poor quality housing and in receipt of rent supplement.
- Work with women to build and strengthen their capacity to participate in decisions affecting their lives and in their community.
- Work with tenants to help establish tenants' groups/ forums.
- Identify skill needs and organise training and other events to build community capacity.
- Represent, promote and maintain a positive attitude and image for ICON as an advocate for tenants' rights.
- Engage with people and groups for empowerment and collective action based on a clear understanding of the context, conditions, lived experiences, dynamics and diversity of those involved

#### Advocacy and Individual Support

- To work, as part of a team, to provide information and advocacy on a range of issues.

#### Networking

- To engage with other groups and projects/networks as considered appropriate.
- To support and promote collective action between individuals and community groups.

#### Administration and Other Work

- To contribute to the overall development of ICON as an organisation working to change the underlying causes of poverty and social exclusion.
- To attend training sessions and staff meetings.
- To undertake other tasks which the Co-ordinator or Board of Management may assign from time to time.
- Undertake administration associated with the project events and initiatives.
- Promoting an understanding of ICON within the local area to encourage participation.

## Person Specification, Community Development Worker

	Essential	Desirable
<b>Knowledge and Experience</b>		
Practical knowledge and understanding of community development	*	
Minimum experience of 3 years working or volunteering in community development within a setting of significant social need	*	
A recognised qualification in Community Development/ Community Work or similar field		*
Experience of work with communities on issues affecting women and/or vulnerable groups	*	
Knowledge of the private rented housing sector in Ireland		*
Demonstrated experience in working with groups	*	
Understanding of the context, conditions, lived experiences, dynamics and diversity of those involved	*	
<b>Skills and Aptitude</b>		
Ability to prioritise and manage workload	*	
Capable of working both on own initiative and as part of a team	*	
Administration skills including use of IT (Word/ Excel/ Outlook)	*	
Excellent listening skills and confidence in talking to people both in groups and on a one-to-one basis	*	
Group work and facilitation skills and supporting collective decision-making	*	
Capacity to conduct needs analysis and community profiling	*	
<b>Personal Qualities</b>		
Commitment to a community development ethos	*	
Enthusiastic, adaptable, outgoing, approachable and resilient	*	
Leadership Skills	*	
Commitment to working collectively for social change and social justice, equality, inclusion and rights	*	
Committed to meaningful participation, inclusive of the voices of women, marginalised, excluded and minority communities and groups	*	

*Note: This job description is not intended to be an exhaustive list of duties and responsibilities of the post, and the post holder may be requested to carry out other duties appropriate to the grade of the post. The post may change over time to meet organisational/personal requirements, and this job description may be changed after consultation with the post holder.*

<b>Salary</b>	€ 23,000
<b>Contract Length and Type</b>	This post is for a 12 month contract with continuation subject to securing funding.
<b>Working Week</b>	You will be required to work 21 hours a week. There will be evening/weekend work so flexibility is required with time given in lieu of any additional hours.
<b>Location</b>	22 Lower Buckingham Street, Dublin 1
<b>Reference</b>	Appointments are subject to receipt of a minimum of two satisfactory references.
<b>Probationary Period</b>	New staff appointed to this post will be subject to a 3-month probationary period.

