

DLDC - Job Description

Job Title:	Community Connector
Reporting To:	Community Development Manager
Employer:	Donegal Local Development CLG (DLDC)
Main Purpose of Role:	<p>DLDC is a community-led local development company covering all of County Donegal except the Inishowen area. We work to improve opportunities for people and communities in Donegal to bring about positive changes in their own lives and in their community.</p> <p>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.</p> <p>The Community Connector will play a central role in engaging directly with communities hosting IPA's across the Donegal 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.</p> <p>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 DLDC's Community Development team. They will document their experiences, highlight best practices, and provide valuable input to inform both local and national policy, supporting evidence-based approaches to community integration.</p>
Conditions of Work:	<ul style="list-style-type: none"> • The Community Connector will be required to work 35 hours a week. • A probationary period of 6 months will apply and performance in role will be reviewed formally on a quarterly basis. • This is an 18-months fixed-term contract in line with funding from the Department of Rural and Community Development. <ul style="list-style-type: none"> ○ The role will be based in Letterkenny and accountable to the Community Development Manager. ○ Eligibility for a 6% 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	Project Officer level salary scale - €36,000 per annum
Main Duties	
You will be required to...	
1	<p>Key Responsibilities</p> <p>Community Engagement & Capacity</p> <ul style="list-style-type: none"> • Use a community development approach to build inclusion in the community and capacity to work together with key voluntary and statutory organisations and structures, with a focus on

	<p>establishing facts, counteracting misinformation, and engagement on community concerns and working to develop inclusive responses to migrant integration.</p> <ul style="list-style-type: none"> 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. The Community Connector will be part of a national network and work within DLDC's Community Development team to support communities in collaborating with local organisations and services, promoting inclusive and positive approaches to welcoming and supporting new arrivals. Build relationships with local communities to understand their concerns, needs, and experiences related to migrant integration. Support communities to adapt positively to the arrival of IPAs in their area. Support the development of community-led plans and initiatives that respond to local needs. Use community development approaches to building inclusive and resilient communities Identify small local areas needing extra help and provide focused support. <p>Information and Awareness</p> <ul style="list-style-type: none"> Maintain regular communication channels with the local community with a view to counteracting misinformation on immigration. This may include any information passed to the Local Development Companies from Government Departments in the context of the location of centres for International Protection Applicants. The Community Connector will not be the primary conduit of this information, however it is important that they are informed on any developments that may have an impact and, in a position, to pass this information (if available) onwards to the community. Share clear and accurate information about the International Protection system. Maintain regular communication with community groups. <p>Research and Policy Development</p> <ul style="list-style-type: none"> Document experiences, challenges, and examples of good practice. Share learning to inform national policy, programme development, and future models of community integration.
2	<p><i>Planning, Report Writing, Monitoring and Evaluation</i></p> <ul style="list-style-type: none"> Develop a workplan 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 & ensure all necessary documentation is on file for all actions.
3	<p><i>Engagement and Partnerships</i></p> <ul style="list-style-type: none"> Engage regularly with all relevant local voluntary and statutory organisations, as well as with relevant community development and inclusion services such as SICAP, Empowering Communities Programme etc. Collaborate with internal DLDC teams and Community Connector Link Workers across Ireland to share grassroots insights, improve service delivery, and support inclusive outreach, particularly to hard-to-reach groups. Work with the CCP Co-Ordinator, other Community Connectors within the Local Development Companies Network, and the Department of Children, Equality, Disability, Integration and Youth's (DCEDIY) Community Engagement Team as needed to share best practices, address persistent implementation barriers, and align with national engagement efforts.

	<ul style="list-style-type: none">Engage with the Integration Forum and Local Authority Integration Teams (LAITs) to identify and address integration barriers, service gaps, and knowledge deficits.Develop and maintain strong professional relationships with community members, partner organisations, and relevant agencies.
4	<i>Miscellaneous</i> <ul style="list-style-type: none">Attend and input to staff meetings as appropriate.Carry out any other function relevant to the position as indicated from time to time.Be willing to work evenings as required.Have access to car, and full clean driving licence in order to fulfil the duties of the role.This list of job duties is not exhaustive and may be amended in order that all role duties are fulfilled.
Core Competencies	
Essential	
1	Community Development Experience <p>At least 3 years’ community development experience, including engaging with communities at a local ‘on-the-ground’ grassroots level. Experience of delivering community development approaches, local needs analysis, empowerment through participation, planning and addressing social exclusion issues</p> <p>Extensive knowledge, understanding and experience of Theatre of the Oppressed and related methodologies.</p> <p>Skilled in designing and delivering capacity-building supports for the community sector.</p>
2.	Interpersonal & Liaison Skills <p>Strong interpersonal skills with experience of mediation, conflict resolution and negotiation in complex situations.</p> <p>Ability to collaborate effectively with internal DLDC teams and liase externally with with groups and agencies providing services to local community groups and social enterprise.</p> <p>Understanding and experience of working with statutory and local /community development infrastructure and knowledge of the national/local policy context that they work in.</p>
3.	Project Management Skills <p>Adept at organising, managing and prioritising own workload.</p> <p>Proficient in MS packages e.g., Word, Excel, Outlook, programme databases, SharePoint portals.</p> <p>Ability to produce timely and relevant reports for the various Steering Committees, Board and other groups within the DLDC structure.</p>
4.	Motivation <p>Must be able to work independently and have a proactive approach to managing own work output. Ability to support and motivate others and inspire trust. Demonstrate evidence of a commitment to social & economic justice and community empowerment.</p>
5.	Communication Skills <p>Must have a proven ability to build strong working relationships with organisations and communities. Possess excellent verbal, written, and listening skills, demonstrate strong group facilitation abilities, and maintain a high level of confidentiality. Must be fluent English speaker and writer. Significant understanding and experience of using social media including TikTok to tell stories, communicate and interact with targeted cohorts of people.</p>
6.	Skills/Experience <ul style="list-style-type: none">A recognised and relevant Third Level qualification and / OR equivalent relevant training and professional experience, in a discipline appropriate to the role. ANDA minimum of 3 years direct experience working with marginalised individuals and/or communities impacted by poverty, exclusion and disadvantage.
7.	‘Other’ <p>Applicants must demonstrate on application that they hold a clean, current driving license and access to own transport.</p>
Core Competencies	
Desirable	

- Ability to communicate effectively in Irish.
- Relevant Third Level qualification (e.g., Degree) or equivalent in Community Development is desirable

DLDC reserves the right to enhance criteria, dependent on the responses received to the advertisement.

Application Process

To apply for the position, **please submit by email a Letter of Application together with a current Curriculum Vitae and clearly outline how you meet the criteria to:** HR Department at: vacancies@dldc.org

- The closing date for receipt of applications is **Friday 11th July 2025**
- Interviews are likely to take place on the week of **21st July 2025**.

We reserve the right to enhance the shortlisting criteria. A panel may be formed from which similar vacancies may be filled. Donegal Local Development CLG is committed to a Policy of Equal Opportunity. Canvassing will disqualify.

DLDC is an equal opportunities employer and welcomes applications from all suitably qualified applicants. We have measures in place to ensure that no job applicant receives less favourable treatment on the grounds of race, gender, civil status, family status, age, disability, religion, sexual orientation or membership of the Traveller Community. If you require any accommodations during the recruitment process, please let us know, and we will work with you to meet your needs.