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| **Person Specification for the post of Community Development Worker****Part-Time Permanent Contract** |
|   | **ESSENTIAL CRITERIA****(What you must have to be considered for the job)** | **DESIRABLE CRITERIA** **(not necessary to have these but would be an advantage)** |
| **VALUES** | * Committed to the Principles and Practice of Community Development
* Commitment to upholding Human Rights and Equality.
* Understanding of the effects of poverty, social exclusion, discrimination, and racism on the lives of the Traveller community
* An understanding of issues affecting the Traveller community
* Understanding and respect for Traveller culture and history
* Committed to maintaining confidentiality
* Value working as a team
 | * Understanding of the impact of historical statutory neglect of the Traveller community
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| **PERSONAL QUALITIES**  | * Assertive and confident
* Approachable and friendly
* Flexible
* Open to being challenged
* Non-judgmental
* Anti-racist and a commitment to the 9 grounds of Irish equality legislation
* Be highly motivated, with the ability to work independently in a team setting
* Be flexible and willing to carry out a wide range of tasks.
 | • A minimum of 2 years’ experience in the area of Community Development or a similar role.• Experience of working with the Traveller community would be advantageous.• Excellent facilitation and organisational skills |
| **EXPERIENCE AND KNOWLEDGE** | * Knowledge and awareness of the issues that impact on the lives of Travellers e.g., racism and discrimination, accommodation issues etc.
* Knowledge and awareness of the lived experience of the Traveller Community
* Experience of working in a Traveller organisation or community development setting
* Knowledge of Irish Equality legislation
* Knowledge of the most recent Waterford Council Traveller Accommodation Programme
 | * Knowledge and understanding of national accommodation policy
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| **SKILLS AND ABILITIES** | * Have good interpersonal skills including the ability to liaise with a wide range of contacts and build and maintain effective working relationships with the Traveller community, public agencies and private and NGO sectors.
* Ability to be proactive, use own initiative and work effectively, independently and in a team setting.
* Have excellent IT skills
* Have excellent Facilitation Skills
* Have excellent report writing skills.
* Be an excellent timekeeper
* Have the ability to maintain boundaries
* Be committed to maintaining confidentiality
* Willingness to travel nationally for a limited number of meetings and network events
 | * Hold a full clean driving license and have access to a car.
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| **EDUCATION AND TRAINING** | * Level 6 or higher qualification in Community Development, or related fields
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