

**Dublin City Community Cooperative, Register Number 5628 R, Registered Charity Number (RCN) 20107079, Unit 1 Killarney Court, Buckingham Street, Dublin 1**

**Job Description:**

**Community Engagement Worker**

Empowering Communities Programme – North Inner City Dublin

Reporting to: Support Team Coordinator

Context: North Inner City, Dublin (Inns Quay B Small Area)

Based at: Offices of Co-op member organisation, Daughters of Charity Community Services, Henrietta Street, Dublin 1

**Context of the Role:**

Dublin City Community Co-operative is a non-governmental community development organisation working to support the development of thriving, resilient communities where people feel connected, are valued and have equal opportunity to reach their full potential. Social justice is a core feature of our work.

Empowering Communities is one of several national programmes delivered at local level by Dublin City Community Co-operative (‘the Co-op’) in order to create opportunities that promote equality, justice and inclusion and improve quality of life for people and communities. This work is informed by our core values of respect, equality, leadership, inclusion and integrity.

Many local areas continue to face significant challenges that affect the quality of life for those living there. Challenges have persisted in these areas over many years, despite a range of existing services, supports and activities. As a step towards addressing these issues, the Co-op, in collaboration with the Department of Rural & Community Development, has developed the Empowering Communities Programme in the Inns Quay B area. The Empowering Communities Programme (ECP) is a programme that uses a community development approach to address social exclusion, build community leadership and work towards the alleviation of impacts of poverty in the north inner city with a specific focus on the local area of Inns Quay B & surrounds as appropriate.

The Community Engagement Worker will work closely in collaboration with people living in these areas & with other local stakeholders.

**Definition of Community Development:**

“A developmental activity comprised of both a task and a process. The task is social change to

achieve equality, social justice and human rights, and the process is the application of principles of

participation, empowerment and collective decision making in a structured and co-ordinated way”

**Key Responsibilities and Duties:**

The role holder will work as part of a broader Co-op Programme team working collaboratively with communities and individuals, in particular the specific communities outlined above in Inns Quay B.

The work will target communities of interest; including Senior Citizens, Long Term Unemployed, Lone Parents, People with a Disability, Disadvantaged Women, Ethnic Minority Communities (including Refugees & People seeking international protection), Young people, Roma & Travellers and other specific target groups as identified locally.

**The key responsibilities of this role include**:

* Actively promote the values of community development, equality & social inclusion in all work.
* Outreach, promotional activity and collaborative networking to identify and engage with target communities in Inns Quay B, where there are high levels of disadvantage, as per the POBAL Deprivation Index. Outreach work will target in particular Senior Citizens, Long Term Unemployed, Lone Parents, People with a Disability, Disadvantaged Women, older & vulnerable residents, Ethnic Minority Communities (including refugees and international protection applicants) and other specific target groups as identified locally.
* Engage with individuals living in target communities through outreach, in order to identify and understand needs/issues important to them. Empower local community groups and individuals to be part of community planning and decision-making structures.
* Develop, in consultation with the Urban Projects & Education Co-ordinator and relevant staff in Daughters of Charity Community Services, an individual work plan annually. The work plan will set out individual outcomes/impacts and the agreed mechanisms for achieving quality results.
* Deliver on the Empowering Communities Programme targets and Key Performance Indicators (KPIs) as agreed on an annual basis.
* Delivery of ambitious, flexible Community Development responses in partnership with communities, based on the principles of participation, empowerment & collective decision making.
* Build the capacity of community groups and their members in order to strengthen their own ability to articulate the issues that affect their lives, plan & address the social inclusion needs of the communities they serve or represent.
* Development of an active network of relationships with Co-op colleagues as well as local, regional & national stakeholders, in both the statutory and the community and voluntary sectors to improve opportunities & outcomes for the target communities in Inns Quay B.
* Engage in training programmes, events and information sessions to refresh skills and keep informed of policy changes, new supports and new initiatives that would assist you to support you in the role.
* Prepare clear and concise activity and progress reports and case studies, ensuring that the learning from the work is captured and shared within the organisation, with the funders of the Empowering Communities Programme and in relevant policy arenas.
* Attend Local Development Companies Network (LDCN) Community of Practice national meetings.
* Record all interactions, providing sufficient detail and clarity to ensure the goals of the Empowering Communities programme are achieved.
* Engage in regular formal and informal performance appraisal meetings with the designated line manager to support optimal performance in the role and within the team and the wider organisation.
* Given the emergent nature of Community Development work, undertake other duties and responsibilities including involves partaking in Co-op wide initiatives and activities as may be assigned in agreement with the management team where such requests are reasonable.
* Ensure the delivery of excellent standards of work and customer service to all people, groups and other stakeholders availing of supports from the Co-op and our member organisations.
* Ensure safe working and operations the area of work by implementing the Co-op’s various organisational policies in full (e.g health and safety policy, anti-racism policy).
* Demonstrate a commitment to the Co-op’s values, core purpose and vision at all times.

**Core Competencies & Skills**

**Strategic analysis** – ability to consider all aspects of a challenge and discern the best solution

**Group facilitation** – ability to use Community Development approaches to work effectively with marginalised communities who face additional barriers to inclusion

**Networking and collaboration** - ability to build strong relationships with communities, colleagues and partner organisations

**Outreach** – a demonstrable passion for outreach work on the ground in communities is essential.

**Personal Performance** – ability to work on your own initiative with a commitment to self development & improving personal performance

**Excellent ICT skills** – ability to effectively use Microsoft Office packages as well as to quickly become proficient in using new platforms such as CRM

**Communication**- Excellent verbal and written English communication skills.

**Personal Qualities:**

**Active, curious and empathetic listener** – capable of outreaching to build strong and positive relationships with people living in the local community, colleagues and partner organisations

**Resourceful** – using initiative and sound judgement to develop practical plans, respond sensitively and appropriately to a range of challenges that may present

**Organised** – adept at planning and managing a busy workload, organising locally, networking with other service providers, fostering internal collaboration, while at all times working closely with local people in target communities

**Passionate about social inclusion and equality** – committed to social change & both the task and the process of community development

**Tech savvy and attentive to detail** – comfortable using a variety of digital platforms to ensure that initiatives developed through the programme are delivered, communicated & recorded accurately

**Collaborative**- developing positive relationships to achieve goals; understanding of groups and group dynamics; engaging with public bodies

**Team player**- Strong team player with a positive, enthusiastic, flexible and professional approach to work

**Flexibility**- The ability to be flexible and adapt to changing circumstances within the community & voluntary sector

**Qualifications:**

Have achieved Level 7 on the National Framework of Qualifications or equivalent relevant training or professional experience, in a discipline appropriate to the role.

A minimum of 2 years direct experience working with marginalised individuals and/or communities impacted by poverty, exclusion and disadvantage.

The position is being offered on a full-time basis 35 hours per week for an initial 12 month period and will be subject to continued government funding.

The successful candidate will be employed by Dublin City Community Co-operative but will be seconded to Co-op member organisation, Daughters of Charity Community Service, who operate in the Empowering Communities Programme target area.

The salary for this position will be discussed at interview stage. Only short-listed candidates will be contacted.

If you are interested in applying for this position please e-mail your CV (max 4 pages) and cover letter marked **Community Engagement Worker** to [info@dublincitycommunitycoop.ie](mailto:info@dublincitycommunitycoop.ie)

Closing date for receipt of applications is 10th August 2025 but suitable candidates who apply early may be interviewed before this date.

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