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

# **Community Development Worker for our Community Connector Programme (CCP)**

# **Community Development Worker Role**

The Community Connection Programme (CCP) will use a community development and inclusion approach to address concerns of communities and assist them in developing constructive responses to issues, challenges, poverty and changing demographics in their local area.

The Community Development Worker (CDW) will engage and work with local communities across Dublin’s north and south inner-city over an 18-month period, helping build community resilience and tackle misinformation, misunderstanding and prejudice by working with local communities to understand the causes of socio-economic difficulties and how best to advocate for change.

The CDW will be a support to local communities in identifying, articulating and addressing their needs and concerns.

## **Overall Purpose**

The focus of the work will be to directly engage with local communities to understand and tackle challenges and concerns in the context of issues locally such as poverty, disadvantage, crime, dereliction, lack of services and rapidly changing demographics. Distinct from other roles operating in this space, the CDW will engage with residents already living in the local community as their primary focus. The CDW will do this by utilising a community development approach to strengthening the capacity of the community to work together and with key voluntary and statutory organisations and structures, with a focus on establishing facts, counteracting misinformation, and working to develop inclusive responses to social cohesion. The CDW will support local communities to advocate with relevant authorities, statutory agencies and elected representatives. In addition, the CDW will support communities to mobilise around addressing the specific needs of their respective localities.

A key duty of the CDW under the Community Connector Programme (CCP) will be to liaise closely with the relevant structures of the State overseeing local social and economic development, and integration such as the DCC’s Community Development teams, the Community Engagement Team of the Department overseeing migration and integration, along with other key stakeholders, including the Local Authority Integration Teams (LAITS) where appointed and Community Integration Forums where they are operational. Furthermore, the CDW will liaise closely with the CCP Coordinator who is hosted by the Local Development Companies Network (of which the Co-op is a member organisation).

The CDW will report directly to the Co-op’s Programme, Monitoring & Development Coordinator.

## **Core Responsibilities**

* Operate to community development principles in supporting local communities
* Establish and run a system to maintain regular communication channels with the local community
* Support the development of leadership capacity in the community if and where required
* Help establish, develop and/or grow relationships between local communities and International Protection Applicants, with the support of other relevant stakeholders in the area.
* To work with relevant community structures and leaders to ensure differing voices and views are heard, listened to and engaged with.
* Facilitate a collaborative approach and develop a coordinated response with local communities and other stakeholders including –
  + map out needs and services of targeted areas with associated resources
  + advocate for supports and structures to be in place to address any weaknesses and strengthen the capacity of the local community to engage meaningfully on issues of concern they have and to engage appropriately with social cohesion efforts.
* To ensure that work plans are inclusive of all communities living in targeted areas and oversee work plan implementation, develop progress reports and flag challenges, delays and possible risk factors as they emerge
* To prepare 6-monthly and annual narrative reports and financial reports (in collaboration with the Co-op’s Finance Officer) for onward submission to the Department.
* To collaborate with other CDWs working on the CCP at a national level in the researching, developing and expanding of good practice, contributing to the overall development of community integration work across Ireland and in empowering communities to develop positive responses to local challenges.

**Experience Required**

* At least 5 years’ experience of 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
* Experience fostering dialogue, critical thinking, and collective action
* Experience teaching, supporting and engaging in collaborative problem-solving and critical reflection.
* Knowledge, understanding and experience of Theatre of the Oppressed and related methodologies would be advantageous but is not a pre-requisite for the role.
* Understanding and experience of working with statutory and local /community development infrastructure and knowledge of the national/local policy context that they work in.
* Significant understanding and experience of using social media including TikTok to tell stories, communicate and interact with targeted cohorts of people.
* Experience in project management and delivering projects with a defined timeline and work plan
* Experience of designing and delivery of capacity building supports within the community sector
* Experience of mediation, facilitation, conflict resolution and negotiation in complex situations
* Be able to demonstrate leadership skills
* Have excellent communication, facilitation and report writing skills.
* Fluent English speaking and writing abilities are pre-requisites for the role.
* Demonstrable evidence of a commitment to social & economic justice and community empowerment
* Proficient in MS packages e.g., Word, Excel, Outlook, programme databases, SharePoint portals

## **Qualifications**

In addition to the above:

* 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 5 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 18-month period and will be subject to continued government funding. Open to discussing part-time role if suitable candidate emerges.
* 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 Development Worker** to [info@dublincitycommunitycoop.ie](mailto:info@dublincitycommunitycoop.ie)
* Closing date for receipt of applications is 16th September 2025

Only short-listed candidates for interview will be contacted

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