



The For All Healthy Living Company

Job Title:	Bournville Asset Build Community Development Worker
Reporting to:	Chief Exec.
Location:	For All Healthy Living Centre, South Ward, Weston-super-Mare
Hours:	30 hours a week
Salary	£28 750 pro rata
Holidays	27 days plus Bank holidays (pro rata)
Probationary Period	6 months
Notice Period	4 weeks

Funding for 2 years.

We are proposing an asset-based approach to building on the strengths of local people's experience and skills to support them to stay connected with their local communities, increasing their resilience and contributions, and working with other agencies to ensure no one is left behind.

It is a place-based approach to strengthening resilience and connectedness in an area of high inequality. We believe from our experience, that we have to build from the ground up, balancing the requirement to ensure people's needs are met with a longer-term commitment to creating ways in which people can flourish and still have the capacity to grow their capabilities.

The focus of this role is

- Initially to use existing links, both from other organisations and individuals we have contact with, to build a picture of what people are wanting, what is available and perhaps most importantly what they may be able to offer to increase connections, grow skills and support one another.
- Working with existing groups across the area to support their re-engagement and help them towards sustainability
- Working to deliver community outreach and engagement events and activities
- Providing engagement, networking, and personal development opportunities to encourage and sustain involvement by people to build on their strengths and experiences.

- Supporting people to identify and overcome psychological, social, physical and economic barriers to active participation
- Strategic influence. Taking relevant opportunities to influence the delivery of health and social care to local population

The Key Activities:

- Build a picture of activities used by people to enable them to form connections with others
- Undertaking regular outreach and engagement activities to discover what matters to people in their communities
- Encouraging personal development and supporting individuals to plan and deliver ideas and activities.
- Providing practical support to people to access activities and supporting individuals to recognise and challenge barriers to participation and success
- Building the capacity of people through developing their knowledge and skills and helping them turn their ideas into projects
- Signposting people to relevant development opportunities within their local area
- Identifying and “fanning the flames” of local initiatives that have potential to build on the strengths and experiences of people.
- Strengthening links with local groups and organisations which support the core themes of the project
- Promoting diversity, inclusion and equality of opportunity in all project activities.
- Meetings and advocacy, attending meetings where you can influence how services are delivered and advocate for people in the local area.

What do you need to do the role

- A good general level of education including English and Maths level 2 or equivalent
- 2 years’ experience in a similar role
- Ability to work from an asset-based community development approach, building on existing community and personal assets
- An understanding of the barriers that people may face which separate them from their aspirations.
- Ability to communicate and work successfully with a wide range of people and organisations
- Ability to build and maintain relationships
- Experience of developing a community project
- Able to demonstrate a proactive approach to work and using own initiative
- Strong verbal, written communication, presentation and interpersonal skills
- High level IT literacy and keen adopter of digital technology and flexible working methods
- Good understanding and operational experience of the responsibilities of this role
- Strong business skills, integrity and personal values

- Good influencing and negotiating skills
- Able to make, and be accountable for, sound, evidence-based judgements
- Able to identify opportunities and solutions to risks
- Able to work confidently and collaboratively with colleagues with energy and enthusiasm
- Access to own transport and ability to travel across the area

It would be great if you also had:

- Recent or on-going experience of working in a community development role.
- Experience of working in partnership or collaboratively with a variety of public, private and VCSE organisations, services and groups.
- Understanding of the wider aspects of the lives of people living in disadvantaged areas, including social, economic and environmental factors and their impact on local people.
- A knowledge of and commitment to working with trauma informed practices
- Evidence of continuing professional development.
- Good knowledge of W-S-M/Worle area