

Community Support Worker
25 hours per week
£14,839 - £16,333 based on 25 hours

What you're great at:

You need to be a confident, personable, self starter with evidenced experience of working and engaging with local communities and communities of interest and building their capacity to have a voice, shape local services and plan and deliver local projects in areas of multiple deprivation. You will have a community development qualification or experience and preferably working knowledge of the communities in Melcombe Regis, Weymouth.

You will have excellent communication and presentation skills and be used to working with people at all levels in an organisation. Event management and negotiation skills will also feature in your skills set. You will have experience of building social inclusion and working across all sections of the community.

What you will own and how you will grow:

You will be responsible for developing a two year social inclusion programme supporting existing and building new community groups and networks and seeking to achieve more effective community involvement with service providers. You will also enable the development of a local workers network to assist in collaborative action. This will add considerable value to your existing skills and experience and will provide a useful springboard for further community development work.

What we are about:

This is a joint appointment funded by partners to The Melcombe Regis Board which is a multi-agency initiative to regenerate one of the most challenged wards in Weymouth and Portland. You will network with workers from the following agencies:

- Weymouth & Portland Borough Council, Community Development Team
- Dorset County Council
- Dorset Police
- Dorset and Wiltshire Fire & Rescue
- Dorset Clinical Commissioning Group

See: <https://www.dorsetforyou.gov.uk/melcombe-regis-board>

Your post is being hosted by Refresh in Weymouth and Portland, a collaborative of churches in action.

See: <http://www.refreshme.uk/> You will be jointly line managed by the Refresh Coordinator and the Community Planning & Development Manager of Dorset Councils Partnership. Weymouth & Portland Borough Council is one of three councils in the Dorset Councils Partnership. See:

<https://www.dorsetforyou.gov.uk/dorset-councils-partnership>

Dorset Councils Partnership believes that people do their best work if we make it easier for them to meet their personal responsibilities. The Partnership promotes innovative flexible and part-time working to support and encourage anyone who requires this flexibility to balance work and life. The Partnership is committed to making our recruitment process barrier-free, and as inclusive as possible for everyone.

How to apply:

To apply for this job, please read through the job description and person specification attached to the right of this page then follow the 'Apply for this job' link. In the 'Relevant Experience' section of the application you will be expected to explain how you meet the criteria for this role listed on the person specification. When explaining how you meet the criteria, please give examples that clearly demonstrate your skills, knowledge and experience.

Closing date: Monday 19 March

Interview date: TBC

Job description

We're here to make our area a better place to live, work and visit

Job Title	Community Support Worker		
Post number		Current grade	Grade 5
Service	Planning (Community Policy & Development)/ REFRESH Weymouth & Portland		
Reporting to	Community Planning & Development Manager/REFRESH CO-ordinator		
Responsibility for/ supervises	N/A		

Job purpose

To build community capacity and support community cohesion in the ward of Melcombe Regis.

Key responsibilities

1. To engage with existing community groups and representative sections of the local resident community, ensure referral of issues to the Melcombe Regis Board and work proactively with the Team Around Melcombe Regis.
2. To support the further development of a strong, active and representative community through the creation of new community and voluntary organisations within the communities of Melcombe Regis.
3. To support the connectivity of community and voluntary organisations and networks within and beyond Melcombe Regis and beyond that strengthen their impact and influence in meeting the needs of the local community.
4. To support the development and delivery of projects that meet the identified needs of the Melcombe Regis communities through direct support, signposting and seeking funding.
5. To act as the community champion at the Team Around Melcombe Regis.

Expected outcomes

6. To improve representative community engagement with the Melcombe Regis Board and the Team Around Melcombe Regis. *Assessed through appointment of community champions to the TAMR and an increase in community engagement opportunities across partners to the Board.*
7. To improve the capacity and resilience of the Melcombe Regis communities and increase their ability to work alongside existing providers addressing local issues through community voice and action. *Assessed through an increase in the number of active community volunteers, improved community involvement in local projects and increased community dialogue with service providers leading to service changes.*
8. To increase the number of community and voluntary groups that represent the interests of the Melcombe Regis communities. *Assessed through an increase in the baseline number of groups identified through the audit of active groups in the Melcombe Regis ward.*
9. To increase the number of community-led projects that address the identified needs of Melcombe Regis communities. *Assessed through an increase in the baseline number of projects recorded.*
10. To improve community cohesion amongst the different section of the Melcombe Regis resident community. *Assessed through collaborative working across different sections of the community and between representative community and voluntary sector groups..*



Person specification

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Category	Criteria	How Assessed
Education, Qualifications & Training	Community development or social care qualification or accreditation or equivalent experience	Qualification or training certification Application Form
Experience	Working with community groups and organisations to build their capacity in relation to local voice, action, projects and services.	Application
	Planning and delivering effective community consultation and engagement	Application / Interview
	Building community capacity	Application / Interview
	Preparing and performance managing strategies or action plans	Application
	Undertaking a varied and full workload consisting of competing priorities	Application / Interview
	Dealing with people at all levels of an organisation and proactive working with community representatives	Application / Interview
Skills, Abilities & Knowledge	Personable and outward going	Interview
	A self-starter with ability to develop own work programme and take responsibility for own area of work	Application / Interview
	Excellent written, verbal and presentation skills	Interview / test
	Ability to interpret and communicate complex issues with clarity	Application / Interview / test
	Proven negotiating, influencing and facilitation skills	Application / Interview
	Analytical and problem-solving skills	Interview / test
	Event planning and management	Application
	Understanding of & ability to build social cohesion, disseminate best practice and build capacity in participation and diversity issues	Application / Interview
Other	Current driving licence holder or ability to travel within the area	Interview / documents

