



Community Development Worker (Big Local Oldham)

Person Specification

We will identify the following requirements through either the application form (AF) or interview (I) or both.

| EDUCATION, QUALIFICATIONS AND TRAINING | Measure |
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| Essential criteria <ul style="list-style-type: none"> • Good standard of education (A-C GCSE's in Maths and English or equivalent). • Evidence of commitment to ongoing professional development. | AF/I |
| Desirable criteria <ul style="list-style-type: none"> • Professional qualification in a Community Development, or voluntary sector related field. • Training or qualification in Asset Based Community Development. | AF/I |

| EXPERIENCE, KNOWLEDGE AND SKILLS | Measure |
|---|--------------|
| Essential criteria <ul style="list-style-type: none"> • Significant experience of working with voluntary and community (VCFSE) / community development-based organisations • Experience of using asset-based community development approaches/participatory approaches in practice • Experience of planning, developing and delivering projects • Experience of organising community engagement events • Experience of empowering people to develop the confidence and skills to lead on community activities and events • Experience of working with a diverse range of people in community settings • Experience of working with community members and community groups to set up and run project ideas • Experience of recruiting and supporting community volunteers • Able to use IT effectively including MS Office applications, platforms for online meetings such as Teams and Zoom, social media platforms such as Facebook and Twitter and emails within your work • Ability to build effective relationships with a range of people, groups and local agencies • Ability to communicate effectively with diverse audiences • Excellent facilitation skills, particularly in helping people identify and work towards common goals • Ability to establish and maintain appropriate monitoring and evaluation systems • Able to prepare high quality written and verbal reports for a range of audiences | AF/I for all |

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|---|------|
| <ul style="list-style-type: none"> • Awareness of different communication styles and limitations and experience of inclusive practice e.g. language, disability etc. • Ability to enable people to identify and develop their own skills and ideas • Experience of delivering effective engagement, co-design and co-production work | |
| Desirable criteria <ul style="list-style-type: none"> • Experience of working with Big Local Oldham communities (in Clarksfield, Greenacres and Littlemoor). | AF/I |

| PERSONAL QUALITIES | Measure |
|--|--|
| Essential criteria <ul style="list-style-type: none"> • Strong team player who collaborates with others, works on own initiative and supports their colleagues and can receive this assistance in return • Ability to form good working relationships with people from a wide range of social, cultural and ethnic backgrounds • Ability to prioritise and manage own workload • A commitment to equal opportunities and striving for social justice • To have a flexible approach to work, and to be prepared to work evenings and weekends as needed • Committed to personal development • Committed to Action Together's values; believe it's possible; strengthen others and be true | AF/I AF/I AF/I AF/I AF/I AF/I |
| Desirable <ul style="list-style-type: none"> • Experience of being a trustee or volunteer in a community setting • Live in or within the vicinity of Clarksfield, Greenacres or Littlemoor. | AF AF |