

Challenging perceptions, changing lives

Job Title: Community Development Worker / Community Development Lead*

Organisation : London Gypsies and Travellers (Registered Charity and Company Limited by Guarantee)

Hours: 4-5 days a week (28-35 hours)

Salary : £28,000 - 35,000 (pro-rata) depending on experience and qualification

Deadline: Wednesday 8 January

Interviews will take place on: Thursday 16 January

About the role: Are you passionate about social justice and community empowerment? Are you ready to use your skills and experience to work collaboratively in creating real change and long-term justice with and for marginalised communities?

We are looking for a dedicated Community Development Worker / Lead to deliver our Community Development work with Gypsy and Traveller (GT) communities across London. There's flexibility in how we fill this role and we are open to candidates who bring experience in community development practice, those who have transferable skills from other sectors, or experience in grassroots activism and would like to develop their skills in community development.

The job sits in our Community Development and Policy Team. This means working closely with our Community Engagement Worker in maintaining effective communication with communities, and Policy Officer to connect community experience and insight to policy and decision makers in Councils and other service providers.

Our team is based in our office in Islington and the role involves outreach and meetings across London.

Job Purpose: This role is all about advocating for the rights and needs of Gypsy and Traveller communities across London and helping build a strong platform for community voices to be heard on the issues which matter to them. You will drive our community development initiatives, with a focus on establishing positive relationships, increasing community skills and confidence, improving knowledge of rights and services, and fostering greater activism and participation in decision-making processes. Partnerships are important to achieving these goals, so you'll also nurture and build effective relations and work collaboratively with other organisations, as well as community activists and local authorities to create long term change.

What We're Looking For: We seek applicants committed to challenging discrimination and working collaboratively for justice for Gypsy and Traveller communities. While specific experience in community development is valuable, we are quite open-minded about the best combination of skills and experience the successful candidate could have, from various professional or community organising backgrounds. The ability to balance competing demands on your time, and keep on top of multiple priorities across London is a must though, as are strong interpersonal and communication skills in a variety of settings. Please see more in the full job description below

*We are open to hiring this role at varying levels of seniority within the advertised salary range (e.g. a Community Development Worker, or a more senior Community Development Lead with more team and people management responsibility). Please specify your preference when applying if you have one.

We strongly encourage applicants from Gypsy and Traveller communities.

If you'd like to know more about the role or our organisation, please get in touch using the contact info on our website.

Key responsibilities

1. Develop relationships and trust through outreach to Gypsy and Traveller families living on sites, in housing, and roadside camps.
2. Work with groups and individuals to develop the skills, knowledge, and confidence to represent their community on issues and concerns, particularly around access to services, site provision and discrimination.
3. Support the development and delivery of campaigns, working closely with the Policy & Research Officer, Community Engagement Officer and Traveller activists.
4. To work closely with community leaders and activists providing support and training where needed to be effective change-makers.
5. Help with production of communications content e.g. social media posts, flyers, newsletters, short films, as needed to share key messages and drive action from target audiences.
6. To support, or take the lead on planning, monitoring and evaluating LGT's community development programmes and campaigns, keeping good records line with the organisation's strategic priorities and funder requirements.
7. To liaise appropriately with other agencies, council officers and local politicians, including attending meetings and forums.
8. To gain an understanding of relevant policies and legislation on a local, regional, and national level that impact GT communities in London.

Knowledge, skills and experience

We're looking for someone who can bring a combination of the following knowledge, skills and experience but not necessarily all:

Essential

1. A commitment to challenging discrimination and desire to work collaboratively towards justice for Gypsy and Traveller communities. (E)
2. Understanding of the issues faced by Gypsy and Traveller Communities, including discrimination, access to services and housing. (E)
3. Knowledge and experience of community development/community organising work and advocacy with marginalised communities or minority groups (E)
4. Strong interpersonal skills with the ability to build positive relationships with community leaders, activists, colleagues, local authorities and service providers alike. (E)
5. Good communication skills, both written and oral, with a wide range of audiences from funding reports to social media engagement. (E)
6. Ability to work flexibly to respond to changing needs of the Travelling communities and manage conflicting priorities within the resources available. (E)
7. Good basic IT (MS Office) and administrative skills and the ability to write reports and keep accessible records. (E)

Desirable

8. Awareness of relevant policies and legislation affecting GT communities. (D)
9. Proficiency in using digital tools and social media for community engagement and content production. (D)
10. Ability to contribute to, or lead project teams in terms of planning, implementation, and evaluation of programmes of work and develop strategies based upon the findings. (D)
11. Experience in delivering training and support in a community, activist or professional setting. (D)
12. Experience of working effectively in partnership with other groups and organisations behind a shared purpose. (D)
13. Experience of people and/or team management. (D)

How to apply

Please submit your CV and a cover letter via the job advert on www.charityjob.co.uk which includes:

1. An outline of the knowledge, skills and experience you would bring to the role.
2. Why you'd like to work at London Gypsies and Travellers.
3. If you are interested in taking on the role as Community Development Worker, more senior Community Development Lead, or both.