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Job description

**JOB TITLE:** Community Development Worker – Resettlement

**TEAM:** Lewisham Refugee Resettlement Team

**LOCATION:** Lewisham

**REPORTS TO:** Senior Community Development Worker

**GRADE:** 5

**HOURS:** 35 hours

## Context and Purpose of the Job

The UK government has committed itself to supporting individuals and families fleeing persecution to be given protection or resettled in the UK, via schemes such as United Kingdom Resettlement Scheme (UKRS), Afghan Citizens Resettlement Scheme (ACRS), Afghan Relocations and Assistance Policy (ARAP) and Homes for Ukraine (HfU).

The resettlement team in Lewisham provides advice and support to resettled refugees and Ukrainian arrivals to help them access services and mainstream provision and establish community links. Working closely with local stakeholders and in partnership with other voluntary sector agencies running similar services across the UK, the Refugee Council resettlement team promotes both the integration and independence of this group.

Working with the Senior Community Development Worker, the Community Team and the wider resettlement team in Lewisham, the Community Development Worker will enable refugees to take an active role in their successful resettlement through initiatives involving both the communities of new arrivals and the wider community. By promoting successful resettlement through community development projects, helping newly arrived refugees fulfil their needs and aspirations for their new life in the UK and establishing strong links with the wider community.

Main Duties and Responsibilities

1. To enable newly arrived refugees to identify their needs and aspirations and play an active role in fulfilling them.
2. To assist resettled refugees to develop and take part in social, cultural, recreational and other community activities.
3. To develop community development initiatives that promote links between resettled refugees and the wider community, including established refugee communities.
4. To promote the successful integration of resettled refugees through community initiatives that may include key factors such as health, employment, housing, education and training.
5. To provide advice and practical support to resettled refugees wishing to set up a community organisation.
6. To work with resettled refugees to inform future groups and aims of community development work in Lewisham.
7. To provide refugees with information about refugee community organisations and agencies for longer term support.
8. To assist with the integration of refugees into their local community.
9. To be proactive in raising awareness of resettled refugees with agencies promoting best practice in supporting refugees, for example coordinating awareness raising events.
10. To work with volunteers in a manner that effectively compliments the framework of integration support.

Additional Information

**Health & Safety**

The post holder is responsible for:

Cooperating with the Refugee Council in delivering all legal responsibilities in respect of your own and your colleagues, volunteers, clients and others health and safety whilst at work.

Becoming familiar with the Refugee Council’s Health & Safety Policy and procedures including evacuation procedures at your workplace.

Carrying out risk assessments of your own work and especially of your own workstation to ensure that you do not expose yourself or others to unnecessary risk.

**Flexibility**

In order to deliver services effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties will, however, fall within the scope of the job, at the appropriate grade. The job description will be subject to periodic review with the post-holder to ensure it accurately reflects the duties of the job.

**Equal Opportunities Statement**

As part of its recruitment policy, the Refugee Council intends to ensure that no prospective or actual employee is discriminated against on the basis of race, sex, nationality, marital status, sexual orientation, employment status, class, disability, age, religious belief or political persuasion, or is disadvantaged by any condition or requirement which is not demonstrably justifiable.

**Working at the Refugee Council**

A commitment to the work of the Refugee Council.

**Personal Effectiveness**

With the support of their manager the post-holder will need to effectively manage their own workload and medium and long term plans and objectives.

**Flexible Working**

This job will be carried out face to face, with some remote working possible if necessary.

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**Person Specification**

**JOB TITLE:** Community Development Worker

## Experience

**Essential**

1. Experience of working with refugees or other vulnerable groups and an understanding of the difficulties faced by newly arrived refugees
2. Experience of working with communities to bring about positive change

## Knowledge, skills and abilities

**Essential**

1. Knowledge of the principles and practice of community development
2. Knowledge of the difficulties refugees have in accessing services in the UK and the role refugee community organisations, agencies and the wider voluntary sector have in addressing these.
3. Knowledge of community organisations and the issues and problems that they face.
4. Understanding of the practical issues involved in setting up a small community organisation.
5. The ability to act quickly and creatively to put together a programme of practical measures that will meet the diverse needs of newly arrived communities and help them resettle effectively
6. Sensitivity to working in a multi-cultural organisation and the ability to work with colleagues from different cultures
7. To prepare and present regular reports and keep an up to date record of work progress
8. Good command of spoken and written English
9. Basic word processing and database skills
10. Ability to prioritise and manage own workload
11. Understanding of basic health and safety requirements
12. Ability to take a flexible and creative approach to the demands of the post, working on own initiative as well as within a structured team work plan
13. Ability to work effectively with interpreters, colleagues in the team and to establish good working relationships with other teams in the Refugee council, other agencies and community groups.
14. Commitment to and understanding of equal opportunities and its practical applications for own working practice.
15. Ability and willingness to work flexible hours and travel within the region
16. To undertake any other duties consistent with the main purpose of the post as agreed with your line manager.

**Desirable**

1. Ability to speak one or more of the following languages: Dari, Pashto, Arabic, Somali, Tigrinya, Ukrainian or Russian

**October 2024**