**Community Development Worker**

**Job Title Community Development Worker (Diocese of Durham Challenging Poverty Programme)**

**Salary In the range £30,000 - £33,000 (pro rata to hours worked) depending on experience**

**Accountable to: Chief Executive Officer**

**Hours and term** *This role could be full or part-time (17.5 - 35 hours) to be discussed at interview and agreed with the successful candidates. The post requires some flexible hours including some evenings and weekends and occasional residential meetings, until 31 December 2026.*

**Location: Working from home**

**Background:**

Durham Diocese has some of the highest levels of poverty in the country, including child poverty. Responding to, and challenging poverty has been a priority of the diocese for the last eight years with the ‘Challenging Poverty’ project helping to resource and enable this ministry.

# Communities Together Durham (CTD) is the delivery partner for the project, which is funded through a generous grant to the diocese from Lord Crewe’s Charity. The project is fully funded until the end of 2026. The project team comprises 2.5 FTE community development workers. CTD supports a number of other projects and initiatives in partnership with the Diocese and other churches.

# Job Purpose:

# Principal Duties & Responsibilities:

As directed by the CEO (working with the Diocesan Strategic Leads), and working closely with the Communities Together Team and the wider Diocesan Team:

1. Lead on agreed elements of the Challenging Poverty strategy, working across the Diocese to promote, support and co-ordinate engagement of parishes and individuals, and liaising with external partners as appropriate.

2. Come alongside clergy and lay leaders to provide support and advice, raise aspirations, help develop local understanding and signpost to resources.

3. Support and enable congregations to engage positively with their local communities, providing tools, resources and facilitation to allow a deeper understanding of context.

4. Develop supportive and learning networks for those engaging in this ministry, working with the Diocesan team to embed these within the wider Diocesan programme of learning communities.

5. Promote and develop partnerships and projects to empower people to work together for social justice and local community development.

6. Gather data and evidence of outcomes and impact using the agreed framework; prepare or assist with the preparation of reports for the CTD Board, the Diocesan Challenging Poverty Programme Board and other stakeholders as required.

7. Attend CTD Team meetings and work closely with other team members to deliver a coordinated and responsive approach to clergy, parishes and other stakeholders. Work with relevant members of the wider Diocesan team to ensure a collaborative and cohesive approach.

8. Provide practical and accessible forms of theological reflection which enable people across the diocese to make connections between the gospel message and the reality of deprivation, poverty and other forms of social injustice.

9. Contribute to communications at deanery and diocesan level to generate enthusiasm for social action and community development, raise awareness of the challenges communities face and share the good news responses which develop.

10. Attend supervision meetings as required.

*The main duties and responsibilities of your post are outlined in your job description. This list is not exhaustive and is intended to reflect your main tasks and areas of work. Changes may occur over time and you will be expected to agree any reasonable changes to your job description that are commensurate with your banding and in line with the general nature of your post. You will be consulted about any changes to your job description before these are implemented.*

**COMMON DUTIES AND RESPONSIBILITIES:**

**Health and Safety**

Under the Health and Safety at Work Act 1974, whilst at work you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with CTD on health and safety and not interfere with or misuse anything provided for your health, safety and welfare.

**Confidentiality**

You must not pass on to unauthorised persons, any information obtained in the course of your duties without the permission of your line manager.

**Safeguarding**

If at any time you see or hear anything that could suggest a safeguarding risk or have any other reason to be concerned, this should be reported immediately to the CTD Safeguarding Lead and the Diocesan Safeguarding Adviser (DSA).

**Equality, Diversity & Inclusivity**

CTD is committed to promoting a diverse, non-discriminatory and inclusive community that gives everyone an equal chance to learn, work and live free from discrimination, bias and prejudice. To ensure our commitment is put into practice we have an equality policy which includes responsibility for all staff to eliminate unfair and unlawful discrimination, advance equality of opportunity for all and foster good relations.

If at any time you see or hear anything that could suggest a breach to our commitment to and policy for equality, diversity and inclusivity or have any other reason to be concerned, this should be reported immediately to your line manager.

**Community Development Worker (Bridge Project)**

**PERSON SPECIFICATION**

This section outlines the requirements and qualities the post-holder needs in order to fulfil the post. These are divided into ‘essential’ and ‘desirable’ criteria. ‘Essential’ criteria are those that the post-holder absolutely must have in order to do the job. ‘Desirable’ criteria are those qualities that would be either useful, an advantage or preferable to have in order to do the job.

The table below also identifies how the criteria will be assessed. Please ensure that you demonstrate, as a minimum, the ‘A’ criteria on you application form.

**A Application Form**

**I Interview**

**A & I Application Form & Interview**

|  |  |  |  |
| --- | --- | --- | --- |
| Ref | **Criteria** | Essential / Desirable | A / I |
|  | **Knowledge/Qualification** |  |  |
|  | Knowledge of the structure and working of the Church of England appreciating the diversity of traditions and the context of the church in the NE. | Essential | A & I |
|  | Familiarity with current models and practice in church related community development | Essential | A |
|  | **Experience** |  |  |
|  | Experience of working in a community development context | Essential | A & I |
|  | Evidence of responding effectively to contemporary issues of social justice and the common good. | Desirable | A & I |
|  | Experience of facilitating groups | Desirable | I |
|  | Experience at least one of the following areas:   * Community led financial and debt management services * Governance (including compliance and trustee development) * Voluntary sector provision of family support * Responding to social isolation * Working with asylum seekers and refugees | Essential | I |
|  | **Skills / Abilities** |  |  |
|  | Able to assist churches to understand their social context and reflect upon it positively | Essential | I |
|  | Able to help others engage positively with scripture and theological reflection | Desirable | I |
|  | Able to organise and prioritise work, adapt to a changing work load and work with the minimum of supervision | Essential | A & I |
|  | Able to build good working relationships with stakeholders. | Essential | I |
|  | Excellent written and oral communication and presentation skills | Essential | A & I |
|  | Confident IT skills (using Microsoft 365) | Essential | A & I |
|  | **Personal attributes and competencies** |  |  |
|  | Able to inspire a response to issues of a desire for social justice and the common good | Essential | I |
|  | Able to develop new ideas and be willing to adapt to and accept change | Essential | I |
|  | Able to access all parts of the diocese, sometimes at weekends or evenings | Essential | A |

**Genuine Occupational Requirement**

Due to the nature of working in a specifically church leadership context, the post holder must be an active communicant member of the Church of England, or a full member of a church belonging to Churches Together in Britain and Ireland or the Evangelical Alliance.

This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010. The Diocese of Durham supports and promotes the aims of the Church of England.