

Community Cohesion Worker – Grade 10

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

Community cohesion is linked to the concept of social capital and the idea that if we know our neighbours and contribute to community activity then we are more likely to look out for each other, increase cohesion and minimise the cost of dependency. A cohesive community is one where:

- There is a common vision and a sense of belonging for all communities;
- The diversity of people's different backgrounds and circumstances is appreciated and positively valued;
- Those from different backgrounds have similar life opportunities;
- Strong and positive relationships are being developed between people from different backgrounds and circumstances in the workplace, in schools and within neighbourhoods.

This role is based within Corporate Services - Policy, Intelligence and Public Health. Click here to find out more [●](#)

The Job

You will work as part of the cohesion team and report to either the Cohesion & Integration Manager or the Faith & Integration Manager. The role will work across the Kirklees district in communities and neighbourhoods as directed by your manager.

You will be required to work closely, and build strong effective relationships, with elected members, senior officers, partner agencies and communities to develop and sustain community engagement, cohesion and connectedness.

You will develop and implement interventions in communities, share intelligence and supporting effective partnership working. You will provide specialist support and advice to other council services around effective community involvement and engagement. Through your local knowledge you will be able to provide an insight into communities that other services may not have.

You will actively monitor and manage community tensions and implement effective interventions that limit any negative impact on individuals and communities.

Your work will involve delivering outcomes for the Connecting Communities Leadership team and you will therefore be required to provide up to date information and evidence about cohesion outcomes that you have delivered.

A key aspect of your role will be to demonstrate to relevant stakeholders the impact and outcomes of your role and achievements. You will need to take a flexible approach to your work and work location to be able to meet the needs of communities, individuals and the council.

Job Checklist

- Confidently uses asset based community development approaches to enable members of the community to develop collective responses to issues of concern including the formation and support of community groups and interventions which will engage and involve communities and individuals.
- Uses their understanding of equality and diversity, cohesion and integration issues in the delivery of interventions and in engaging/ supporting communities
- Works effectively in a political environment and manages relationships with community groups and leaders.
- Uses their understanding of the diversity and complexities of communities across Kirklees to broker effective dialogue on difficult and challenging issues.
- Uses their understanding of how deprivation impacts on local communities to motivate, engage and mobilise people in those communities
- Uses a flexible and adaptable approach to build relationships that allow for community based interventions to reach communities that are often unheard and do not participate
- Identifies myths that can often lead to community tensions and accesses the right information and deliver the right intervention.

Please click [here](#) to see your responsibilities related to safeguarding.

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

You will be positive, enthusiastic and have a central role in the delivery of cohesion and integration work across Kirklees. Your ability to engage and your positive communication style with people will enable you to develop, strengthen and sustain social capital. Your approachable manner and respectful, constructive challenge will help you to engender trust and respect from those you are working with to develop mutually beneficial relationships.

As a self-starter you will be creative and have the ability to use your own initiative, providing practical guidance and delivering interventions. You will be flexible and skilled in the ability to communicate with a variety of individuals encouraging and facilitating positive and constructive opportunities to increase community connections, ensuring that marginalised and socially excluded individuals and groups are engaged and become better connected with those around them.

Professional in your approach, you will be keenly aware of the importance of good community relations and be able to facilitate difficult conversations and dialogue between people who may be different in order to build sound relations between them. You will be experienced in using mediation techniques to bring people together in community settings and use strength-based approaches to identify opportunities to develop positive outcomes from difficult situations.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours. These will be tested as part of the recruitment process:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a New Council employee within the organisation. This role is at level 2. To find out more about Council Behaviours and Expectations please click [here](#) and click on the tab "Working for Kirklees".

Person Checklist

- Experienced in using community development approaches to mobilise the community to develop collective responses to issues of concern including, the formation and support of community groups and interventions which will engage and involve communities and individuals.
- Understanding and practical knowledge of how to build cohesive communities.
- Understanding of countering extremism and the harm this causes to communities and individuals.
- A detailed understanding of equality & diversity and cohesion & integration issues and the ability to use this understanding in the delivery of services and in engaging/ supporting communities
- The ability to work in a political environment and manage relationships with community groups and leaders.
- Excellent communication skills with proven experience of multi-agency and partnership working.
- Ability to think strategically, analyse complex information, relationships, solve problems and develop long term objectives.
- Willingness to work flexible hours, including evenings and weekends.
- Good understanding of the diverse communities within Kirklees and their interface with cohesion.
- Understanding of difficult dialogue and is confident in challenging inappropriate language and behaviour.
- Can demonstrate practical experience, engagement and development of interventions in one or more of the following areas:
 - o Faith
 - o Schools
 - o Migrants & Refugees / Asylum Seekers
 - o Intergenerational Work
 - o Women's Empowerment
 - o Countering Extremism
- Willingness to work flexible hours, including evenings and weekends.
- Ability to travel to various locations in order to carry out the duties of the job.
- Accepts that an enhanced DBS check will be required.

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will demonstrate your ability to meet the criteria outlined in the Person Checklist.