

Participation and the Practice of Rights

Job Description

Development Worker

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| Job Title: | Development Worker (24.5 hours per week in year 1 17.5 hours per week in year 2) |
| Payscale | NJC SO2 (£28,489 - £30,153) pro rata |
| Responsible to: | Director |
| Job Purpose: | The post-holder will work with asylum seekers to organise rights based activities and campaigns to bring about positive socio-economic change. |

The Development Worker will use PPR's human rights based approach to:

- Involve and empower asylum seekers to campaign for positive change
- Promote participation of asylum seekers in decisions about how the enjoyment of their social and economic rights can be progressed
- Develop and implement effective strategies to engage with and influence government bodies and service delivery agencies

Main duties and responsibilities:

- 1. Implement project objectives and work programme**
 - In collaboration with Co-Directors, develop and implement a work-plan to deliver on agreed project objectives
 - Report on a regular basis to Co-Director on progress in implementation of agreed plan
 - Assist in the reporting on the work to funders and evaluators
- 2. Organise affected groups and develop campaigns**
 - Work with asylum seekers, refugees and supporters to identify issues of poverty and inequality to be addressed.
 - Organise asylum seekers, refugees and supporters to participate in activities and campaigns
 - Design and deliver training and developmental programmes with campaign participants
 - Develop and lead on implementing strategic plans on a range of human rights based campaigns and activities
 - Use a range of participatory human rights tools to bring about change on the campaign's priority issues.
 - Work with the PPR policy staff to research, identify and use relevant local, national and international legislation.
 - Plan and deliver events as part of campaigns.

3. To develop and implement strategies to promote accountability and participation within government bodies and service delivery agencies

- Identify the relevant government and service delivery agencies responsible for the identified issues and accountability mechanisms available to asylum seekers, refugees and supporters
- Map existing decision making processes and identify opportunities to increase participation of asylum seekers
- Identify opportunities and implement plans to influence and change public policy and practice in areas identified by asylum seekers

4. Build alliances, networks of support and share learning

- Provide on-going and sustained support and mentoring to asylum seekers participating in the campaign
- Develop relationships with regional, national and international allies and experts to progress and spread the rights based approach to asylum issues
- Develop appropriate networks of support and expertise to assist asylum seekers in progressing issues
- Identify groups to share learning emerging from PPR's work.

Other duties

The Development Worker will be required to carry out any other reasonable duties as are required in pursuance of the aims and objectives of PPR.

Hours

The Development Worker will be expected to work a 24.5 hour week in year 1 (working days to be agreed with line manager), 17.5 hour week in year 2.

The Development Worker will be based in Belfast but some travel may be required. Evening and weekend work will be required.

Holidays

PPR staff are entitled to 30 days of holiday per year (pro rata) in addition to statutory holidays.

The Development Worker will be entitled to 21 days of holiday in year 1 and 15 days in year 2 when hours are reduced.

Duration

This position will operate for a 2 year period initially with the possibility of extension should funding be secured.

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Person Specification

Development Worker

| | <i>Essential</i> | <i>Desirable</i> |
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| Experience/knowledge | <p>A <u>minimum</u> of two years experience of:</p> <p>Implementing project objectives and work programmes</p> <p>Community/ social justice organising</p> <p>Working on human rights and equality issues</p> <p>Designing and delivering training and developmental programmes</p> <p>Campaign strategy and development</p> <p>Leading and facilitating local participation in campaigns, projects or initiatives</p> | <p>3rd level qualification</p> <p>Using local, national and international policies and legislation</p> <p>Mentoring and developing individuals</p> <p>Direct experience of asylum process</p> |
| Skills/ Aptitude: | <p>Excellent oral & written communication skills</p> <p>Good organisational skills and ability to prioritise and meet deadlines</p> <p>Ability to work on own initiative or as part of a team</p> <p>Ability to establish and maintain working relationships with a variety of individuals, organisations and agencies</p> <p>Computer literacy</p> | <p>Experience of co-ordinating events</p> |

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| Commitment: | Commitment to issues of rights, equality and social justice Commitment and ability to work in a non-partisan way with all sections of society | |
| Circumstances | Prepared to travel locally and nationally Available for regular evening and weekend work | Driving licence and use of a car |