

# Participation and the Practice of Rights

Job Description

## Development Worker

**Job Title:** Development Worker

**Payscale** NJC SO2 (£29,055 - £30,756) pro rata

**Responsible to:** Senior Management Team

**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 line manager and the campaign group, develop and implement a work-plan to deliver on agreed project objectives
- Report on a regular basis to line manager 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 and work on a one to one basis with individuals supporting them to assert their rights.
- 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. With the campaign group 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 strategic relationships with regional, national and international allies and experts to strengthen the group's campaign and spread the rights based approach to asylum issues
- Develop appropriate networks of support and expertise to assist asylum seekers in progressing the issues they have identified.
- 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 until October 2018 (working days to be agreed with line manager), then 17.5 hours per week until October 2019.

The Development Worker will be based in Belfast but some travel may be required. A flexible working pattern is essential to meet the requirements of the role. Evening and weekend work will be required.

**Holidays**

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

**Duration**

There is funding available for this post until October 2019 with the possibility of an extension should further funding be secured.

## Participation and the Practice of Rights

### Person Specification

### Development Worker

	<i>Essential</i>	<i>Desirable</i>
<b>Experience</b>	<p><b>A <u>minimum</u> of two years experience of:</b></p> <ul style="list-style-type: none"> <li>Implementing project objectives and work programmes</li> <li>Community/ social justice organising</li> <li>Working on human rights and equality issues</li> <li>Campaign strategy and development</li> <li>Facilitating local participation in campaigns, projects or initiatives</li> </ul>	<ul style="list-style-type: none"> <li>3<sup>rd</sup> level qualification</li> <li>Mentoring and developing individuals</li> <li>Using local, national and international policies and legislation</li> <li>Direct experience of asylum process</li> <li>Designing and delivering training and developmental programmes</li> </ul>
<b>Knowledge/ Skills/ Attributes:</b>	<ul style="list-style-type: none"> <li>Demonstrable understanding/ knowledge of the asylum experience</li> <li>Strong listening skills and a natural empathy for others</li> <li>Excellent oral and written communication skills</li> <li>Excellent organisational skills, ability to work on own initiative and prioritise and meet deadlines</li> <li>Ability to play a positive role as part of a team</li> <li>Ability to establish and maintain working relationships with a variety of individuals, organisations and agencies</li> <li>IT literacy</li> </ul>	<ul style="list-style-type: none"> <li>Experience of co-ordinating events</li> <li>Demonstrable knowledge of housing issues and destitution</li> </ul>

<b>Commitment:</b>	<p>Commitment to issues of rights, equality and social justice</p> <p>Commitment and ability to work in a non-partisan way with all sections of society</p>	
<b>Circumstances</b>	<p>Prepared to travel locally and nationally</p> <p>Available for a flexible working pattern to meet the demands of the role (including evening and weekend work)</p>	<p>Driving licence and use of a car</p>