

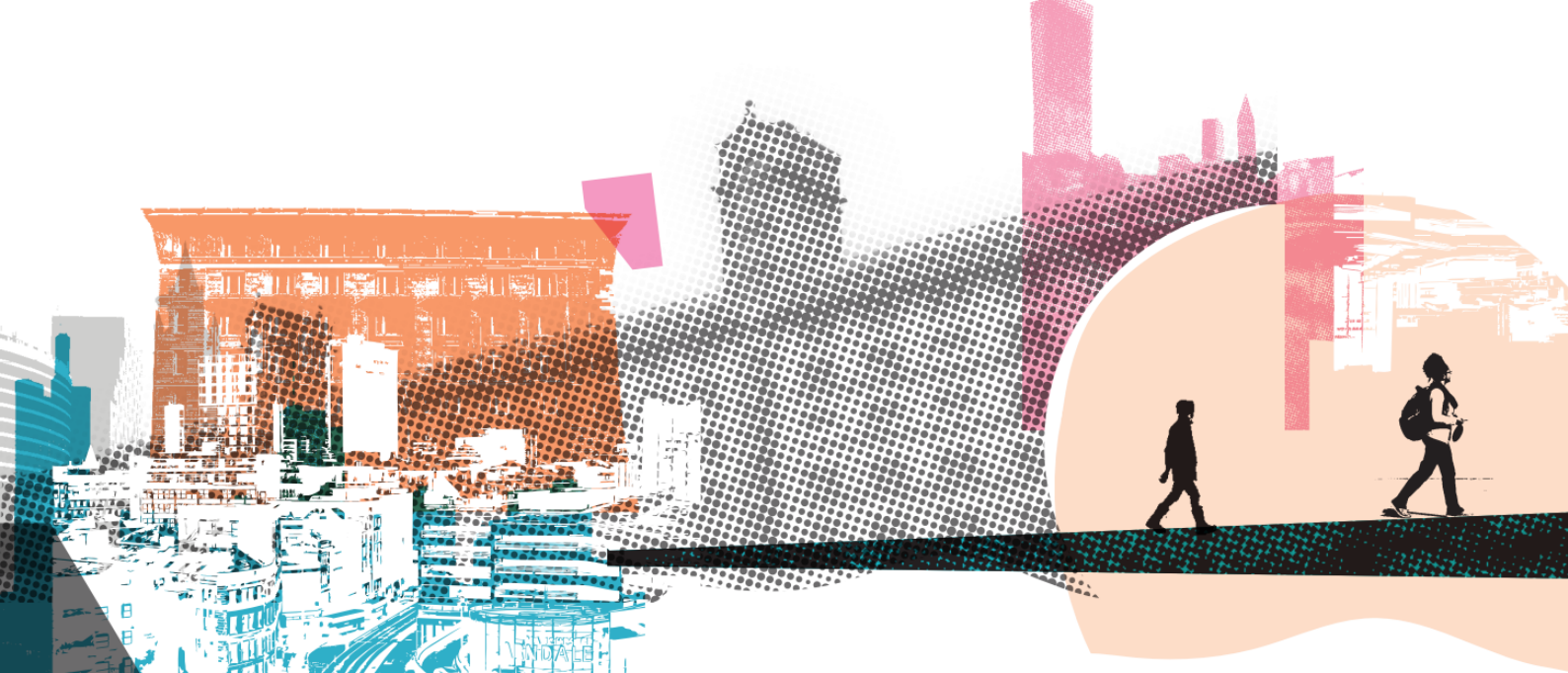
Recruitment pack

THE BIG LiFE GROUP



Community Development Worker

This job changes lives



About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

Working at Big Life

At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

Be yourself

We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

Benefits that matter

We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

Recognised as outstanding

We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

A culture of trust and flexibility

Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.



Job description: Community Development Worker

The basics

Salary

£29,542 pro rata (NJC Scale 12)

Hours

30 hours per week

Annual leave

25 days, increasing to 30 days after five years

Base

Energise Centre, 3 Douglas Green, Salford M6 6ES

Closing date for applications

12 October at 6pm. Interviews will take place 27 and 28 October.

We recognise that AI tools can be useful in supporting job applications, for example by helping with spelling, grammar, structure, or clarity. However, the content of your application should reflect your own skills, experience, knowledge, and ideas. You may be asked at interview to expand on or discuss any part of your application.

What you'll be doing

As our Community Development Worker, you'll help bring people together and create opportunities for local communities in Salford to improve their health and wellbeing.

Based at the Energise Centre, you'll be part of a small Community Development team, working alongside local people to develop activities and initiatives that respond to what communities tell us they need. This could include anything from exercise and healthy eating to creative activities, reducing social isolation and helping people feel more connected to their community.

You'll work with individuals, community groups, volunteers and partner organisations to encourage participation, understand local priorities and help turn ideas into activities that make a difference. You'll also support people to get more actively involved in their communities, including through volunteering.

It's a varied role for someone who enjoys building relationships, bringing people together and working alongside communities to create positive change.

Main duties

- To develop and support plans, projects and health and wellbeing initiatives that encourage community involvement and strengthen local communities.
- To contribute to the design, delivery and improvement of services, helping to ensure they reflect the needs and priorities of local people.
- To build and maintain effective relationships with community groups, partner organisations and other stakeholders, attending meetings and events as required.
- To gather and analyse information about community needs, interests and priorities using a range of engagement approaches.
- To plan, organise and facilitate community groups, meetings, workshops and training sessions.
- To monitor and evaluate the impact of community services and activities, using feedback and data to support continuous improvement.
- To develop and distribute clear and accessible information, communications and promotional materials for local communities.
- To encourage and support residents to become actively involved in their communities, including through volunteering opportunities.
- To recruit, train, support and develop volunteers, helping to ensure they have a positive and rewarding experience.
- To promote inclusive community participation and encourage people from diverse backgrounds to engage in local activities, services and decision-making.

Work-related expectations

- To work within Big Life Group's mission and values.
- To contribute to Big Life Group's development.
- To ensure the safety of all people by adhering to safeguarding, information security and all other Big Life Group policies.
- To commit to personal development and attend training or development activities as required.
- To work in accordance with all relevant legislation.
- To have a 'can-do' approach and attitude.
- To participate in regular one-to-ones and an annual review.
- To undertake any other duties as needed, appropriate to the post.

Person Specification: Community Development Worker

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

Experience

- Working or volunteering in a community setting.
- Facilitating groups and working with individuals to develop community participation and action.
- Overcoming resistance and challenges when working with communities and organisations.
- Participating in external meetings and contributing effectively.
- Working as part of a team and sharing relevant information with colleagues.

Skills

- Building strong relationships and links within communities.
- Working effectively with a range of different agencies and organisations.
- Engaging groups and individuals who do not usually interact with services or agencies.
- Developing ways to measure the impact services have on communities.
- Collating data and information about communities for use in reports.
- Using Microsoft Office to manage information, create reports and support day-to-day work.

Knowledge

- The strengths, assets and needs of the communities we work alongside.
- The barriers people may face when accessing mainstream services.
- The local area, including community groups, available services and local demographics.

Personal

- Positive outlook and a can-do attitude.
- Personal resilience and a flexible attitude in the face of difficulties.
- Commitment to Big Life Group's mission and values, including having a non-judgemental approach.
- Commitment to personal development and willingness to regularly update your skills and experience.



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thebiglifegroup.com