



 **IamIrish**  
— celebrating diversity —



**Government of Ireland**  
**Emigrant Support Programme**

 **An Roinn Gnóthaí Eachtracha agus Trádála**  
**Department of Foreign Affairs and Trade**

# Youth & Community Worker Recruitment Pack



**Thank you very much for your interest in the role of Youth and Community Worker  
(fixed term with the ambition to extend ) at IAml Ltd.**

**We hope that this pack will give you plenty of information before you apply.**

**Our website will also give you some background on our company and our work.  
We want anyone who believes they meet the minimum criteria to feel comfortable and confident in  
applying for this role.**

**If you would like an informal chat about whether this role might be right for you  
do let us know by email [hello@iamirish.org](mailto:hello@iamirish.org) and we'll arrange a time for a conversation.**

**Deadline for submitting applications for this role is Midnight on Sunday 11th September  
First round interviews will be held on Friday 16th September**

**Good luck with your application and we look forward to hearing from you**



RINEY

irish

IrishOP

Aer Lingus

# I AM  
IRISH

# **About the Company**

**IamI Ltd is a Global Majority led, Not-For-Profit organisation, that connects, supports, advocates and empowers the Multi Heritage/Multi-Ancestry Irish Diaspora.**

**Our mission is to create equitable spaces and give people opportunities to be included and represented in the communities that we live , play and work**

**Inspired by a persistent lack of representation of the Black Irish experience, the company was founded to uncover and celebrate a more diverse representation of Identity.**

**Using creativity as our vehicle, the company has grown from a photographic exhibition that challenges perceptions of colour, to becoming an international incubator for thoughts around Identity and heritage.**

**Our work includes Community Support Services, Digital and In person Events, Workshops, Projects, Training and Consultancy ,**

**We are about to embark on an exciting new phase of work as we become a registered charity.**

# **OUR VALUES**

**We have core company values which guide and shape how we work:**

***Worth, Equity, Integrity, Creative Disruption, Togetherness, Celebration.***

**We seek out people who share and live these values.**

**Our team members are passionate about representation and inclusion.**

**We know that people's careers take many different paths for all sorts of different reasons.**

**We support and celebrate this.**

**You don't need to have a qualification, or a university degree/college education, to work with us.**







## **Who is this role for**

**We strongly believe that your lived experience enhances what you bring to a professional setting.**

**We want people from a broad range of diverse backgrounds with a cross section of skills, experiences and narratives to extend and develop how we work.**

**We believe that many organisations do not represent the diversity of our society.**

**We know that many people face multiple barriers when looking to or progress a career, we are currently looking at new ways to strengthen the opportunities of everyone to be included in our work.**

**This role is open to everyone,**

**We particularly welcome applicants from individuals who identify as  
Global Majority, Traveller, Gypsy, Roma and other Racialised communities  
Those of lower socio-economic background,  
Women, D/deaf or Disabled people**

## **Who do we need for this role?**

**We're looking for an experienced professional, strongly aligned with our values, passions and beliefs, to lead on Youth and Community work across our work.**

**You will have a proven commitment to Representation and Inclusion.**

**The role will be focused on programme growth, developing ideas for, and implementing our engagement, as well as delivering project activity.**

**Leading a team of volunteers, you'll report to the Chief Executive Officer and the Board.**



## **Role Purpose**

- **To lead and develop our Youth and Community programme, with a view to increase reach and impact, while maintaining our high standards of meaningful engagement.**
- **To lead and manage existing projects and create new opportunities .**
- **Develop new programmes of work**
- **Recruit, support, coordinate, and line manage a team of volunteers in line with our values, building a culture in which the team can grow and thrive.**
- **To work in a way that ensures the involvement of a diverse range of people and to take account of issues of intersectionality.**
- **Build and maintain positive relationships with a wide range of stakeholders locally and nationally, ensuring IamI is able to influence and support positive change. Including attending relevant local or national meetings and events when appropriate in order to receive and share information**
- **Take a leadership role in promoting and representing the organisation effectively to external stakeholders, and take on an internal leadership role as relevant, to support the organisation**

- **Engage with the Global Majority and Irish Community services in GB**
- **Produce powerful reports and measuring impact in meaningful and efficient ways.**
- **Develop annual and quarterly work-plans to ensure performance against agreed objectives and targets.**
- **To support the efficient management of project budgets and organisational resources alongside the Development and Operations Manager, CEO and treasurer.**
- **Provide performance management and quality assurance across key projects**
- **Attend supervision sessions and contribute to team meetings.**
- **To support with strategic planning where necessary.**
- **To Support Fundraising activity**
- **Support manahement of the company's social Media Platforms**
- **Undertake such other duties as may lie within the scope of this post to ensure the effective delivery and development of the service**





# Person Specification

## ***SKILLS AND ABILITIES***

### ***Essential***

- **Proven project management skills, including ability to manage multiple work programmes and to lead, motivate and manage a diverse volunteer team.**
- **Excellent communication and networking skills, diplomacy, and the ability to develop and maintain positive relationships with a wide range of people and organisations.**
- **A proven commitment to promoting equality, diversity and inclusion.**
- **Proactive, able to take initiative, and to work independently.**
- **Excellent verbal and written communication skills, including presentation skills**
- **Have good judgment and decision-making skills, ability to negotiate, influence and solve problems effectively.**
- **Ability to quickly build a rapport and working relationships with a range of stakeholders.**
- **Knowledge of key concepts and procedures around confidentiality, safeguarding, and other critical elements of frontline service provision.**



## Person Specification

### *Desirable*

- **Knowledge of the issues and experiences faced by Mixed Race, Black ,Asian, Minority Ethnic people living in Great Britain, including understanding of intersectionality and the specific issues faced by different people and groups.**
- **Experience of working with the Irish Community in the UK**
- **Knowledge of and interest in co-production and community involvement**
- **Ability to manage change and to deal calmly and confidently with emotional and challenging situations.**
- **Ability to develop training programmes.**
- **Ability to create marketing campaigns.**
- **Experience of delivering training**
- **Knowledge of line management techniques and approaches, such as coaching skills, Trauma Informed practice, or other frameworks.**
- **Knowledge of evaluation and impact measurement tools**

## **Contract**

**The is initially a 12 month contract ( with an ambition to extend)**

**Working from home, we expect some work at other venues across the country**

**The commitment is 24 hours a week, all days of 6 hrs or more is entitled to a one hours unpaid lunch breaks,**

**We are open to agreed flexible work pattern.**

**The salary is for the 12 month period is £30k (pro rata) before taxes and other payroll deductions.  
Depending on Experience**

**Every now and then you'll need to work some additional hours' overtime, which will be compensated through Time Off In Lieu (TOIL), to be agreed in advance.**

**Over the 12 month contract, you would have pro rata of 28 days of annual.**

**We ask that you take prorata equivalent of 5 of those days between Christmas and New Year.**



## **Pre work checks**

**Two satisfactory references.  
Evidence of right to work in the UK.  
Enhanced level DBS check see below.**

**This role involves working with children ,young people and adults receiving health and social care services for these reasons we will request an advanced level check with the disclosure and barring services after any conditional offer of employment**

# Making an application

Application is by CV and a covering letter no more than 2 A4 pages or a Video/Audio recording which should indicate why you are interested in applying for the role and how you meet the role requirements

**Send to [hello@iamirish.org](mailto:hello@iamirish.org)  
by Midnight on Sunday 11th September 2022**

Good luck with your application

**www.iamirish.org**

**twitter @iamblirish**

**Facebook@/iamblirish**

**Insta@iamblirish**



**iaml.ltd trading as iamIrish is a company limited by guarantee.**

**Company Reg No 11746667**



