

Job description & person specification

Victoria Ward Engagement Worker

1 Job purpose & outcomes

To engage with the Victoria ward community, initially through working with families referred to HBC's Children's Services Community Support Team. The purpose of this will be to establish family strengths & their priorities for leading thriving lives – and thereby reduce the need for statutory service involvement. By establishing family strengths & priorities, opportunities for connecting family members with local networks & resources will be identified.

2 Job roles

The postholder's foremost priorities are:

- **Family engagement** – particularly identifying individuals' strengths & interests;
- **Working with Victoria Ward Partnership members** and other providers & resource-holders (VCS & statutory organisations initially) – to develop new opportunities that align with families' & community priorities;
- **Celebrating & sharing positives** within community life.

3 Person specification

The personal qualities required for this role are:

- **Interpersonal and communication skills** – the postholder will need to be able to form constructive & empathetic working relationships with families, colleagues and staff from other organisations;
- **The capacity to empower families** to articulate their interests & aspirations and take the steps necessary to meet these;
- **The capacity to represent families' interests** to various organisations and facilitate new approaches that meet families' needs;
- **Capacity to develop system thinking** – the postholder will have the capacity to understand and to access the resources of relevant VCS & statutory organisations;
- **Optimism**

4 Management & accountability

There will be two aspects of responsibility for project outcomes:

- Support to the post-holder to develop these capacities will be provided by a small, informal professional support group – including personnel from Hartlepool Borough Council Community Support Team, Changing Futures North East & Hartlepower.
- The post-holder, alongside the professional support group and employer, will be accountable to the project's funders & to the Victoria Ward Partnership for the project outcomes. Actions necessary for developing collaborative work in the Victoria ward will be agreed & overseen by the Victoria Ward Partnership.

5 Employer & location

Hartlepower will initially employ the Co-ordinator, who will be based with the VCS support team at the Energy Hub in Stranton. In the medium & longer-term it is likely that a successor employing organisation will emerge. Much of the Co-ordinator's time will be spent in the

Victoria ward working with families and relevant organisations. It is anticipated that should this post continue to be funded – which will depend entirely on outcomes – that Changing Futures North East would become the employing organisation.

6 Contractual & financial

- **Contract and hours** – The post will initially be for 12 months – 35 hours per week, worked flexibly according to the necessities of community work.
- **Salary** – £20K per annum
- **Pension** – Hartlepower will contribute 3% of salary as per statutory obligation.

The post is funded by the Ballinger Trust & Hartlepool Borough Council.

8 The wider context

The following initiatives within Hartlepool – with which various Victoria Ward Partnership members are connected – present the potential to extend the Development Officer's work:

- Hartlepool Healthy Communities Network;
- Hartlepool Food Council;
- HBC's and the Hartlepool Action Lab's anti-poverty initiatives;
- Joseph Rowntree Foundation "Hartlepool Action Lab 3" (slated for 2021);
- Hartlepool Financial Inclusion Partnership;
- "Get Connected" – collaborative digital inclusion project.

In addition, the work of many of Hartlepool's VCS organisations – which already connect in various ways with Victoria ward residents – will also be relevant.

Hartlepower
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