

**Job Title** Chagossian Community Organiser

**Reporting to** Chief Executive

**Salary** £24,000 (Fixed Term Contract 18 months)

**Hours per week** 37

**Pension** 6% employer (subject to company scheme criteria)

**Holiday** 26 days plus statutory holidays

**About Crawley Community Action**

**Our Vision** is of a vibrant, active community that enables and supports positive change for Crawley.

**Our Mission** is to build a strong and diverse Crawley, enabling and supporting volunteers, volunteer groups and charities to create strong and active communities.

**Our Values**

Underpinning our Vision and Mission statements are the values of Crawley Community Action. These are at the heart of what we believe as an organisation, how we work with our partners, and with our team and volunteers in the organisation. Our Values are:

* **equality and diversity** valuing difference, treating everyone with respect.
* **independenc**e in our thinking, planning and actions.
* **integrity and professionalism** maintaining high standards.
* **a collaborative approach** to working across our communities.

**Purpose of the role**

We are seeking a passionate and empathetic individual, fluent in Chagossian Creole, to work within the Chagossian community in Crawley. The ideal candidate will serve as a Community Organiser, actively listening to and understanding the needs of the Chagossian community. Using this insight, they will support community members in coming together to take positive actions that benefit the local community.

Bringing your local knowledge and enthusiasm to support the Chagossian community, you will receive comprehensive training and mentoring to develop a wide range of skills and experiences to provide advice and guidance to enable local Chagossian community projects to start, grow and thrive.

Reporting to the CEO, and working closely with our Community Groups Manager, this is an exciting and rewarding opportunity to make a real and lasting difference to the quality of life for Chagossian people in Crawley

**Key areas of responsibility:**

1. **Welfare and needs of the local community**

Providing in-depth advice, information and guidance to the Chagossian community to help inspire local community action and improve the quality of life of residents in Crawley through:

* Identifying local community social, health and wellbeing needs, gaps in current provision and priorities.
* Helping the Chagossian community to celebrate and share their culture and heritage.
* Promoting and connecting the community to local social, economic, health and wellbeing services and activities.
* Building the skills, knowledge and ability of local community groups to be more effective and sustainable and better connected.
* Giving voice to local people and empowering them to make positive changes in their community.
1. **Support and development for the local Chagossian community**
* Work closely with the community to support the creation, development and growth of new community initiatives and projects.
* Engage and support local groups to be more effective, resilient and sustainable and achieve their potential in addressing positive change.
* Support organisations to work in partnership with each other for the good of the community.
* Build positive relationships with key local stakeholders, including the local authority, health services and other agencies for the benefit of the community.
* Promoting Chagossian-led and related community events through CCA’s website and social media channels.
* Work with external partners to ensure the success of the Sussex Community Foundation’s Chagossian Fund.

**3. General**

* To develop and maintain effective monitoring and evaluation systems to track impact of project work, and to help identify trends and issues affecting the Chagossian community.
* Contribute to external communications including success stories and examples of effective collaborative working.
* Attend relevant internal team meetings and external outreach events.
* Work in accordance with Crawley Community Action policies and procedures, including Equal Opportunities and Diversity and Health and Safety.
* To be prepared to work flexibly, including evenings and weekends as required.

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Knowledge** | **Cultural Sensitivity and Awareness:**Deep understanding of the Chagossian community's culture, history, and needs, with the ability to engage respectfully and effectively. |  |
|  | **Understanding of Community Issues:** In-depth understanding of the issues and challenges faced by the Chagossian community in Crawley. |  |
|  | **Verbal and Written Communication Skills:**Excellent communication skills in **both English and Chagossian Creole**, with the ability to convey information clearly and listen actively. |  |
|  | **Awareness of Local Services:** Knowledge of local social, economic, health, and wellbeing services and activities in Crawley.  |   |
| **Experience**  | **Support for Voluntary Organisations:** Experience in providing advice or support to voluntary organisations and community groups, helping them to be more effective and sustainable. | **Experience in Community Work:** Experience working with communities in either a paid or voluntary capacity, demonstrating an ability to engage and support community initiatives. |
| **Skills/abilities** | **Community Engagement Skills:**Proven experience in community organising, outreach, or working with diverse groups to build strong relationships and foster collaboration. | **Empathy and Compassion:**Strong ability to empathize with the challenges faced by the Chagossian community and a genuine commitment to supporting their well-being and empowerment. |
|  | **IT Proficiency:** Proficient in using Microsoft 365 and other digital tools for communication, project management, and promoting community initiatives. |  |
|  | **Organisational Skills:** Strong ability to plan and prioritize workload effectively to meet deadlines, with attention to detail and the ability to manage multiple projects simultaneously. |  |
|  | **Collaborative Approach:** Strong teamwork skills, with the ability to work effectively with colleagues, volunteers, and external partners to achieve common goals. |  |
| **Qualifications** |  | **Good General Standard of Education:**Demonstrates a solid educational foundation, providing the necessary skills and knowledge for the role. |
| **Personal Qualities** | **Maintaining Professional Boundaries:**Ability to establish and maintain strong professional boundaries while working closely with the community, ensuring a respectful and ethical approach in all interactions. |  |
|  | **Desire to Effect Positive Change:** A genuine and invested interest in the Chagossian community, with a passion for making a positive impact. | **Self-Motivation and Initiative:** Ability to work independently, be self-motivated, and use own initiative to drive community projects forward. |
|  | **Resilience and Perseverance:** Ability to remain positive and effective in the face of challenges, maintaining a proactive and determined approach to overcoming obstacles. |  |
| **Any other factors**  | **Flexibility and Adaptability:**Willingness to work flexibly, including evenings and weekends as required.  |  |
|  |  |  |