

PROJECT COMPASS DEVELOPMENT WORKER

RECRUITMENT PACK

“Our aim is to build a future where every person thrives, and no one just survives”



www.developmentplus.org.uk



Supportive | Inclusive | Approachable | Committed | Empathic
developmentplus | Queens Park Community Hub, South Park, Lincoln LN5 8EW | E enquiries@developmentplus.org.uk

Developmentplus | A Company Limited by Guarantee
Registered in England No. 03275199 | Registered Charity No. 1064566

ABOUT US

Developmentplus is a charity based in Lincoln with 27 years' experience of working alongside disadvantaged and vulnerable people within Lincolnshire. We work alongside people in their community, facilitating their involvement in decisions that affect their lives, supporting them to identify and develop initiatives that they feel will help improve their quality of life. Our aim is to build a future where every person thrives, and no one just survives.

Our core delivery is based around two forms of activity:

- coaching and mentoring programmes and advocacy support working with beneficiaries from a broad background including individuals with poor mental health, ex-offenders, individuals furthest from the employment market and rough sleepers.
- Creative, peer led, group sessions that provide an additional space for support, friendship, and creativity.

Supporting over 500 beneficiaries a year, our four main projects include:

- Step in the Right Direction - a one-to-one coaching/mentoring programme
- Bridging the Gap - a reducing reoffending project
- Better Together - a collaborative project with two other charities in Lincoln offering a programme of mentoring and coaching, therapeutic garden-based activities, volunteering and training/work experience and support into employment.
- Project Compass - our homelessness advocacy support project.

PURPOSE STATEMENT

We support people experiencing disadvantage in Lincolnshire to:

- Build their trust and confidence – by providing a safe space where we listen/value what they have to say.
- Develop their capacity and skills – by building on their strengths/aspirations and providing training to improve their economic prospects.
- Improve their health and wellbeing – by providing a range of services to support mental health.
- Engage and benefit from additional support – by encouraging service participants to speak out, and advocating for them as they seek specialist support about issues affecting their lives.

DEVELOPMENT WORKER

JOB DESCRIPTION

Reporting to:	Project Manager
Location:	Project Compass, 97 High Street, Lincoln
Salary:	£25,482 per annum/pro rata
Hours:	3 days a week on a 1-year contract (Extensions possible on hours and contract duration subject to further funding)

FURTHER INFORMATION

Pension:	Statutory pension scheme with NEST Pension – depending on hours and contract. Pension contributions matched up to 5%.
Holiday:	Leave entitlement is 26 days per annum plus statutory bank holidays. In addition, all staff also receive a wellbeing day each year.
Support:	All staff receive an induction and orientation programme and regular supervision meetings with their line manager.
Training:	You will be offered continual professional development training appropriate to your role. This will include training on equality and diversity, safeguarding and data protection.
Further Benefits:	Include flexible working, paid travel and expenses, health and wellbeing support, supportive workplace environment and team events and activities.

Project Overview:

Project Compass is a rough sleeper advocacy service supporting and enabling individuals to access key homeless provision. Based in the heart of Lincoln, we do not seek to duplicate any of the amazing work partner organisations already deliver within the city but instead provides a link, supporting those unable to access the invaluable support out there directly on their own.

Listening to the client groups views & concerns; helping to explore their options & rights; providing information to help them to make informed decisions; helping clients to contact the relevant services or contact them on their behalf and finally be on hand to accompany and support them through meetings or appointments. Specifics may include:

- Advice and guidance relating to the numerous services on offer to a homeless person
- Support in accessing the homeless pathways
- Providing the means to store important diary dates and a conduit for messages
- Support in accessing the COLC (supporting those who fear authority)
- Support in setting up a bank account – possible opportunity in obtaining ID items
- Supporting an individual in accessing a GP/Dentist/Counselling/Mental Health Nurse

- Support individuals to check in with family members
- Accessing additional support programmes/personal development courses.
- Act as a mediator between the homeless and the police (encourage street crime to be reported).

Key Tasks

Advocacy Support

- In collaboration with partners including the COLC Rough Sleeper Team, Police and Outreach Workers, identify and support people who may benefit from the Project who are currently rough sleeping or who are unable to access existing provision in the City (NOMAD, Corner House, YMCA)
- Undertake new/continued assessments of all clients accessing the service, gathering information to formulate an overview of the individual / identifying support required.
- Contribute to the multi-disciplinary assessment of client's needs, formulate and deliver an appropriate support plan.
- Adhere to policies and procedures to assess risk in connection with the work.
- Maintain contact with clients/beneficiaries to ensure ongoing progression.
- Maintain records of clients via Clinico/Lamplight, our record keeping system.
- Support clients to access washing facilities at 97 High Street, clothing/toiletries/sleeping bags etc
- Supporting the team with mealtime provision

Project Development

- Develop, alongside the Project Compass Manager and team members, a strategic relationship with funders and partners in order to deliver Project Compass effectively.
- In partnership with Project Compass team, develop and deliver new programme initiatives in line with funding streams.

Community Liaison

- Establish and maintain working relationships with Police, Rough Sleeper Team, Probation, Holistic Health for the Homeless, and other statutory agencies in the Lincoln area.
- Develop and maintain working relationships with all relevant voluntary agencies providing homelessness support.

Project Monitoring

- Support in the regular reporting and assessment of the Project to the Project Manager, Trustees, and external funders.
- Work towards set outcomes outlined within the funding bid.

General and Personal responsibilities

- Some office cleaning / storeroom sorting forms part of the development worker role.
- Work as part of the developmentplus team, attending fortnightly team meetings and away days.
- Undertake regular personal supervision with the Project Manager and external Clinical supervision.
- Undertake training as identified by developmentplus/yourself.

- Undertake other duties as agreed with the Project Manager for the effective delivery of the project aims.

PERSON SPECIFICATION

Experience	Essential	Desirable
➤ 2 years' experience of community development work	X	X
➤ Experience of working with a similar client group	X	
➤ Comprehensive experience of I T packages	X	
➤ Experience of working as part of a team	X	
➤ Experience of working with Statutory Partners		
Qualifications	Essential	Desirable
➤ Literate & numerate	X	
➤ A Mentoring Qualification/Experience Of	X	
➤ ICT Qualifications/knowledge		X
Skills & Knowledge	Essential	Desirable
➤ Ability to communicate well, both verbally and in writing	X	
➤ The ability to work with challenging individuals	X	
➤ An understanding of the importance of boundaries	X	
➤ An understanding of the importance of confidentiality	X	
➤ Ability to work on own initiative, being responsive, pro-active and versatile	X	
➤ Organisational skills		
➤ Communication skills	X	
➤ I T skills – word processing, internet / email/WordPress		

To Apply:

Send a CV and completed application form to enquiries@developmentplus.org.uk

CLOSING DATE: 31st January 2025 – 12.00pm
INTERVIEWS: W/C 10th February 2025 (TBC)