

Community Connector – Grade 8

Job purpose

In Kirklees we want to be inclusive, innovative and creative in the way we work to deliver our services with communities and individuals. Investing in relationships with those communities is at the core of what we do. We want to meet changing and challenging times with better and smarter ways to work whilst supporting the Early Intervention & Prevention and Inclusion agenda.

You will be part of a place based team and will work to the Inclusive communities Framework (ICF) to ensure that we have an inclusive approach when working with communities and individuals, the Framework will reinforce our belief that communities hold solutions and that if we work alongside local people more effectively, we will have greater impact and better services, and a more inclusive community.

You will focus your efforts on prevention and early help: understanding and acting on the warning signs that indicate when individuals or communities may need some support. This could be to regain their independence, build their resilience, providing the help and confidence to find solutions and support in community settings or spotting and responding to potential community tensions and community safeguarding concerns.

The role will help individuals safely and appropriately step away from more targeted interventions and assist them in finding the right ongoing options for them in the community.

The role is also about effective mobilisation and collaboration with individuals, communities, faith organisations and networks. It is about seeking the most effective way to deliver outcomes for individuals and communities using asset-based approaches.

To do this a good understanding of the different communities that live in Kirklees and the place you are working is essential. For example, an understanding of different cultures, faith and migration as part of your role in championing inclusion and the strength that diversity brings to the district.

This job is about working with individuals, communities, groups and faith organisations in ways that work for them. We want to build on the existing strengths and assets of people and communities and build up resilience, so they are better able to deal with the challenges they are facing. This job is about supporting individuals and communities to develop and deliver their own support activities, as well as providing the building blocks of support, information and best practice to help them thrive.

We want to ensure communities and individuals stay safe and well. Championing and supporting Community Safeguarding is key to the support you provide to individuals and communities. Being able to spot signs of concern, community tensions and having the professional curiosity and the confidence to engage in what can be difficult and sensitive dialogue at times on key areas such as preventing extremism and radicalisation, Domestic Abuse, exploitation and migration.

As part of your day-to-day role working with individuals and communities you will support communications, awareness raising and myth busting by proactively promoting campaigns: days

and weeks of action that support early intervention and prevention, inclusion and also facilitating training.

This job is about being part of a flexible and responsive team. As individual Community Connector the job is about working place based with individuals and communities to be more effective and impactful. You will be required to work from community localities such as Libraries and provided support from within people's homes. As place based teams the integrated community coordinators will be the key resource that enables the Council to understand and engage well with individuals and communities, develop support and promote inclusion and support communities where needed to be more resilient

You will work closely, and build effective relationships with elected members, senior officers, partner agencies, faith organisations, voluntary partners and communities to develop and sustain community engagement, champion inclusion and connectedness.

This role is based within [Children and Families or Adults and Health](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- Support people, groups and communities to access information; or undertake, 1-to-1 guided support for people with additional needs.
- Undertake coaching conversations with individuals with low level needs to identify their own plans to address their needs in communities. Support to set SMART goals to achieve longer term selfcare. This could be for those newly arrived in Kirklees seeking sanctuary or vulnerable migrants working alongside the wider partnership of Kirklees Welcomes. Those vulnerable and or isolated or at risk of exploitation, this is to work to ensure they start to feel connected and belong to the community and networks where they live.
- Provide 121 community integration support for those newly arrived in Kirklees seeking sanctuary or vulnerable migrants working alongside the wider partnership of Kirklees Welcomes.
- Work with volunteers to deliver outcomes by:
 - Recruiting, managing and support of volunteers.
 - Complying with all relevant volunteer policies (safeguarding, health and safety etc.); collecting and tracking impact data
 - Growing the capacity of managed volunteers towards becoming self-sufficient where possible
- Development Support to help/connect smaller groups with same client groups, improving their reach.
- Work to the Inclusive Communities Framework (ICF) to ensure that we have an inclusive approach when working with communities. The Framework will reinforce our belief that communities hold solutions and that if we work alongside local people more effectively, we will have greater impact and better services, and a more inclusive community.
- Use data and community insight and work with your Team Managers to prioritise and agree work plans and community response plans working in collaboration with Communities Service, partners in your Place making the most of all available assets and resources. This

could be in response to community tension or an emerging community issue such as the impact of the cost-of-living crisis on individuals.

- Build strong effective relationships with Wards Councilors, partners and staff across community facing services to ensure Kirklees citizens are being listened to develop ensure Place and community-based responses
- Develop good working knowledge of community safeguarding and be able to engage communities and feel confident engaging in difficult dialogue as required on key community safeguarding areas such as Migration, Prevent, Domestic Abuse, serious violence and exploitation.
- Support communications and awareness raising by proactively promoting a part of your day-to-day role key campaigns and days and weeks of action and facilitate training that support early intervention and prevention and inclusion.
- Develop and grow with your place-based team and partners a range of key community connectors and develop trust with key contacts in the community that go beyond the 'usual' groups and organizations.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Skilled in delivering and advocating asset-based approaches – focussed on mobilising on the skills and assets of individuals and communities – not their deficits, and building their personal resilience	Essential
Experienced in community organising, community development or volunteer co-ordination, and able to motivate, mobilise and co-ordinate efforts across communities, volunteers, and diverse stakeholders	Essential
High energy, strong interpersonal and problem-solving skills	Essential
Empathic and able to relate to individuals, groups, and organisations in a variety of different circumstances	Essential
Knowledgeable and understanding of the issues affecting the lives of the target populations and the services, initiatives, and policies that impact on them and good understanding of diverse communities	Essential

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Experience of working with young people, adults, and vulnerable groups	Essential
Knowledge and experience of applying project management skills in community settings	Essential
Analytical in your approach to the evaluation and delivery of practice and commitment to evidence-based methodologies	Essential
Curious and up to date with trends in community practice, nationally and internationally	Essential
Strong influencing and coalition building skills – ability to working multi-sectoral, multi-partner environments	Essential
Ability & aptitude to measure and track outcomes	Essential
Creative, flexible, and supportive to volunteers, groups, and individuals	Essential
Ability to work in a political environment, manage relationships with community groups and leaders.	Essential
Accepts an enhanced DBS check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Willingness to work flexible hours, including evenings and weekends.	Essential
Travel to various locations to carry out the duties of the job. Possession of a full and valid driving licence and a car available for work. (Exceptions may be made for disabled applicants).	Desirable

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Able to work unsocial hours

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this job. It is not possible to specify every detail, and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Communities	Grading ID	65250
Job ID	80101726	Last Updated	April 2025
Job Focus	No	Career Progression	No

Contractual Variants

DBS Category	Adults + Children	DBS Type	Enhanced
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	Yes
Night Working	No	Alternating Pattern	Yes
Standby	No	Other	No
Checked by HR	M Lunn		