



Community Development Lead, North Camden Zone

Role overview

The Winch helps residents to build the communities we all deserve.

The Community Development Lead will initiate and manage the day-to-day delivery of an exciting new initiative, the Good Neighbourhood Project, supporting residents in Swiss Cottage and Kilburn to imagine and realise a fairer and greener future for the place they call home.

This is a new opportunity with huge potential for the successful candidate to shape the project and the role to obtain the best outcomes for residents.

Join us if you:

- are passionate about communities being in the driving seat.
- are an expert in enabling inclusive community development and participation
- know how to support and develop people to lead with confidence
- have experience of delivering real change within communities

Why you should work for the Winch:

- Flexible working hours
- You will be part of a small and dynamic team
- We are committed to enacting our principles of justice, equity, diversity and inclusion, and are firmly driven by our values.

At the Winch, we are committed to the following values:

- Act with integrity because we believe that authenticity must lie at the heart of what we do.
- Be ready for anything because we recognise that others' lives and situations require us to be flexible and responsive.
- Go the extra mile because we understand that additional commitment is often needed to make a difference, whether to a child or a professional.
- Show compassion because we see each person we work with as a unique individual and part of our family.
- Take the initiative because we feel that too often interventions fail or systems miss the point because nobody is being proactive and seeking out solutions.



- Work collaboratively because we believe that children, parents and everyone committed to supporting them hold part of the solution.

The Winch

The Winch is a dynamic children and young persons' charity in Swiss Cottage, Camden. Founded in 1973, when our community repurposed a formerly derelict pub as a much-needed youth space, we now work with over 2,000 children, young people and community members each year.

The Winch delivers a cradle-to-community pipeline of opportunity through play, youth and social action programmes; working alongside children, young people and parents to develop their strengths, skills and sense of purpose. To make North Camden a great place to live, learn and grow up in, we help people to read, create and connect at Belsize Community Library, and back community-led change through the North Camden Zone.

North Camden Zone

North Camden Zone is a programme of work at the Winch aimed at advancing community-led change. Over the last three years, we have worked on three North Camden estates, supporting resident action. We employed and trained 15 residents as Community Organisers. They have led community research and the design and delivery of programmes to strengthen the voice of residents, improve community connection and improve the built environment on estates.

Local residents have secured some significant achievements. On the Chalcots Estate, we produced a resident-owned manifesto. On Hilgrove Estate, our work has delivered a physical legacy, including new orchards, redesigned gardens and a mural designed by young people. On Sidney Boyd Court Estate, we have supported the community to come together around food, with resident-led cooking classes and a coffee morning.

During 2023, we collaborated with Camden Council to pilot community-led budgeting on Hilgrove Estate. We supported residents to decide how a significant part of their estate budget will be spent over the next two years, through a participatory, deliberative process.



The Good Neighbourhood Project

We have now secured funding from the National Lottery Community Fund and the Esmée Fairbairn Foundation to deliver the Good Neighbourhood Project. Over the next three years, we will work alongside residents of Swiss Cottage and Kilburn to make their neighbourhood a fairer and greener place. We will achieve this through building stronger community bonds, enabling greater resident control over where they live and realising tangible changes in the neighbourhood.

Through the Good Neighbourhood Project, we will support residents to:

- Consider the future they want for the place they live,
- Deliberate about collective priorities,
- Influence local decision-making, and
- Take practical action towards realising the future they want to see.

We will address two issues that are priorities for local people: the cost of living and the environment. Through processes of collective imagination practice, deliberative democracy and resident action, residents will work together to build a fairer and greener neighbourhood.

To find out more

You can read more about The Winch on our website at www.thewinch.org. You can read more about the work of North Camden Zone at www.northcamdenzone.org.

Community Development Lead, North Camden Zone

Job description

Job Title:	Community Development Lead, North Camden Zone
Salary:	£33,000pa starting salary
Hours of work:	40 hours per week
Length of contract:	3 years
Probation period:	6 months
Responsible to:	Head of Communities
Responsible for:	Participation Worker
Main location:	The Winch, 21 Winchester Road, NW3 3NR

Summary

North Camden Zone is committed to working together to make our neighbourhood a great place for everyone to live and to grow up in. Through the **Good Neighbourhood Project**, we will support residents of Swiss Cottage and Kilburn to create a fairer and greener future for the place they call home.

The Community Development Lead will provide leadership and day-to-day management of the Good Neighbourhood Project. You will work with residents, colleagues and partners to shape the vision and plan for the project, making sure that it builds collective agency amongst residents and leads to tangible change for people and place.

The Good Neighbourhood Project will involve two consecutive eighteen-month missions. The first mission will build a **fairer neighbourhood**, addressing the rising cost of living. The second will build a **greener neighbourhood** through strengthening local environmental action. You will play a key role in the strategic planning, delivery and evaluation of the three phases of each mission:

- **Neighbourhood Exploration:** gathering published neighbourhood-level data and insight from people with lived and professional experience; running creative activities to enable the collective imagining of a fairer and greener neighbourhood;
- **Neighbourhood Inquiry:** recruiting, training and supporting a paid group of local residents who will deliberate about, and find solutions to, local priorities highlighted in the Exploration. The Inquiry's deliberations will produce a set of recommended actions for policy makers and service providers.
- **Neighbourhood Action:** supporting resident-led testing of ideas that help address the missions at neighbourhood level.

The Community Development Lead will engage residents from the area, including local estates, to support them to participate in the project. You will help to ensure that marginalised communities are meaningfully involved, using participatory methods to design and deliver inclusive and equitable processes that ensure their hopes and ambitions are represented.

Principal tasks & responsibilities

Leadership and Management

- Provide vision and leadership for the Good Neighbourhood Project.
- Demonstrate creativity, innovation and a proactive approach when building and developing the Winch's work to support resident-led change.
- Line-manage a part-time Participation Worker.
- Promote and champion The Winch in external settings.

Programme Planning and Delivery

- Develop a project plan for the Good Neighbourhood Project, working with the Head of Communities.
- Build and sustain effective relationships with partners that help to advance the aims of the project.
- Design and deliver creative, inclusive events and activities that enable local people to imagine a fairer and greener neighbourhood.
- Support the Participation Worker to recruit residents onto the neighbourhood inquiry that are representative of the community, and to coordinate the inquiry process.

Capacity Building

- Identify the skills, strengths and knowledge of residents.
- Identify and meet any support needs, with a focus on developing greater equity and inclusion for residents facing systemic disadvantage.
- Design, deliver and source training and support to build the capacity of residents to participate in the neighbourhood inquiry and to lead and sustain change.
- Support the development and delivery of resident-led projects, including securing match-funds from statutory, public and private sources.

Communication

- Produce printed and online publicity materials to engage with residents.
- Create social media posts to promote and capture our work.

Monitoring, Evaluation and Learning

- Work with the Head of Communities and Winch team to meet the funding objectives and ensure the integrity and sustainability of North Camden Zone.
- Design tools and processes to capture feedback and reflection from participants.
- Develop and maintain accurate and timely records, collecting and entering data into online systems as required.
- Support the measurement of the impact of the project and contribute to internal and external reports.
- Take part in reflection and learning activities to identify barriers and opportunities and celebrate resident success, and contribute to a culture of continual learning.

General Duties

- Attend and participate in individual and team meetings, supervision, and appraisals, as required.
- Demonstrate and model The Winch's values at all times, and the principles of justice, equity, diversity and inclusion.
- Demonstrate commitment to, and take responsibility for, safeguarding children, young people and adults at risk, in the context of the role.

Person Specification

Knowledge, understanding and interests

- Passionate about residents leading change in their neighbourhoods.
- Knowledge and understanding of theoretical approaches to community development work, including the use of strengths-based approaches in communities facing systemic disadvantage.
- Commitment to creating a more equitable neighbourhood, and to enacting the principles of justice, equity, diversity and inclusion.
- Knowledge and understanding of safeguarding practices, and a commitment to keeping children and adults safe.

Experience

- At least two years' professional experience of supporting change in communities.
- Experience of designing and implementing projects from idea to delivery.
- Experience of line managing staff and volunteers.
- Experience of delivering participatory workshops and training.

Skills and qualities

- Ability to build rapport with people from all walks of life and form strong and trusting relationships with a range of stakeholders.
- Ability to work in a fast-paced and changing environment, using initiative to solve problems.
- Excellent written and oral communication skills.
- Ability to monitor and draw learning from programmes of work.
- Confident in the use of Microsoft Office, Google docs and other online platforms, and in the use of basic design packages
- Professional curiosity and a commitment to learning and development of yourself and those you manage.



Important notes

The Winch is committed to keeping children, young people and vulnerable adults safe from harm. The successful candidate will be subject to an enhanced DBS check.

We will ask for proof of eligibility to work in the UK.

The Winch is committed to the principle of equal opportunity in employment and its employment policies for recruitment are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality or ethnicity, religion or belief, sex, sexual orientation, marital status, age, pregnancy or maternity, disability, or gender reassignment.

What else do I need to know?

The Winch is based at 21 Winchester Road, London NW3 3NR, just a minute's walk from Swiss Cottage underground station and within walking distance of multiple bus routes. This role will also involve work in the neighbourhood.

This role includes some planned evening and weekend work.

We are open to flexible working arrangements. We are also open to the possibility of a potential job share. Applicants who wish to apply as a job share must apply with their co-worker and clearly indicate their partnership in their application.

This post is funded for 3 years.

The benefits

We offer a generous training budget. You will also be asked to complete mandatory accredited training.

The Winch has an Employee Assistance Programme with Health Assured. This includes access to a wealth of services including counselling, legal information, bereavement support, medical information and counselling online. There is also access to a virtual library of wellbeing information.

We offer new employees 30 days holiday pro rata per year (including Bank Holidays) and the opportunity to join a contributory pension scheme.

How to apply

Please apply by sending in a comprehensive CV (maximum 3 pages) and a personal statement outlining how you meet the person specification. Your personal statement must be no longer than two pages, with a minimum font size 12. We will not consider applications that do not include a personal statement.

You will be asked to provide the names, positions, organisations and telephone contact numbers of two referees, one of whom should be your current/most recent employer. References will only be taken once your permission has been granted. In addition, an enhanced DBS check is required for employees at the Winch.

Please either send your application to jobs@thewinch.org and title the email Community Development Lead application, or apply via the Charity Jobs website. The closing date is midnight on **Sunday 28th January 2024**.

If you are shortlisted, interviews will be held on **Wednesday 7th February 2024**.

If you would like to speak to someone to find out more about the role, please contact Rashid Iqbal, CEO of the Winch, on rashid@thewinch.org.

We are grateful to the National Lottery Community Fund and Esmée Fairbairn for supporting this initiative.

