



QTIBIPoC Engagement Worker

Role Purpose

Supported by local Clinical Commissioning Groups (CCG), the role of the QTIBIPoC Engagement Worker is to enable, engage and empower the voices of Queer, Trans, and/or Intersex Black Indigenous People of Colour adults on subjects concerning health and well-being. In partnership with QTIPoC Narratives Collective, and using a community-led approach, the role provides both progressive and intersectional insight to community needs, which work towards improving both local and regional services, including the NHS.

Reports to: Service & Development Manager (SDM) – Gray Hutchins

Pay: 8hrs per week, £24,500 pro rata (£5,413 per annum).

Based: Currently home-working, some travel to Hastings & Brighton when appropriate. Central Brighton office available.

All working is currently risk-assessed on an individual basis in relation to COVID-19 guidelines and personal access needs.

Start Date/Term: To start as soon as possible. Fixed Term for 6 months, extension subject to funding. Optional and occasional overtime at hourly rate, freelance enquiries welcome.

Please note we are also recruiting a TNBI Engagement role (14hrs p/w), and an LGBT Engagement role in partnership with Switchboard (28hrs p/w). We welcome applications for joint roles where appropriate. Please get in touch if these are of interest.

About the Role

Taking a community-led approach, the QTIBIPoC Engagement Worker works alongside The Clare Project team and key stakeholders to enable and empower the voices of community members on matters that concern health and well-being. Funded by the local Clinical Commissioning Groups (CCG) of both Brighton & Hove and Hastings, the Worker will actively engage and consult with TNBI adults across both areas.

Our work has a focus on intersectional engagement that is authentic to the lived experience of QTIBIPoC people. While projects may focus on particular areas of the community such as those with disabilities, people going through the asylum process, and/or those with mental health issues, projects are often

informed by community-specific needs informed by our front-line services and the grassroots groups we support.

This is a role that is heavily weighted in grassroots engagement and on-the-ground research with community members. This work is led by our key partners QTIPoC Narratives Collective, with support from our QTIBIPoC Development Worker post, to ensure a community-led approach. Operational and administrative support will be provided by The Clare Project, alongside support with outreach from both TCP and Hastings & Rother Rainbow Alliance.

Please note we welcome applications from the QTIBIPoC community as this is specific to the roles' community-led and focussed work. Further to this, we recognize that those from intersecting groups are under-represented in our team, including those with experience of homelessness/NFA, disabilities and/or migrants. As a course of positive action in order to improve the community representation in our team, we actively encourage applications from these under-represented groups.

Accessibility: If you would prefer to submit your application in another way, or different format, please do get in touch. Likewise, if you require assistance and/or have any questions regarding the application process, please do not hesitate to contact us.

Main Duties

- To work closely with members of The Clare Project and QTIPoC Narratives Collective's psychosocial support services, offering support to and engaging with the community in a compassionate and professional manner.
- To support the Facilitation of psychosocial support groups, workshops and other engagement activities where requested.
- To take an intersectional, and progressive, approach towards improving the outreach, engagement and inclusivity of organisational activities.
- Working with the Service & Development Manager (SDM) & QTIPoC Narratives Collective, to develop and fulfill a role-appropriate Project Plan of various tasks and objectives that work towards improving local and regional services, including the NHS.
- To focus on the development of our strategy and methodology of inclusive and intersectional participation and research.

- To carry out QTIBIPoC community-focussed research in line with appropriate ethical practices and guidelines, to inform written reports to the CCG.
- To establish and maintain good working relationships with stakeholders, including partner organizations and other TNBI/QTIBIPoC service providers.
- To attend meetings, events, and outreach opportunities when appropriate at request of The Clare Project, Partners and/or CCG where relevant.

General Duties

- To provide bi-monthly general reports to the SDM, and published reports to stakeholders when agreed.
- To attend monthly Managerial Supervision and contribute to team meetings.
- To attend occasional meetings with Partners, in order to share progress, challenges, and any relevant updates.
- To undertake all work in line with relevant legislation and in line with The Clare Project's policies and procedures.
- To undertake any other duties that might reasonably be requested and are appropriate to the role.

Person Specification

Experience	Essential (E) or Desirable (D)	Assessed at Application (A) Interview (I), Test (T)
1: Experience in facilitating small groups of people, demonstrating negotiation and conflict resolution skills where appropriate, including in online settings.	E	A
2: Experience working closely with minority groups with a community-centered approach in	E	A, I

order to carry out consultation and/or research.		
3: Experience of collating and communicating research findings in written and/or verbal format.	E	A, I
4: Experience using marketing and social media as a form of outreach/engagement	E	I
5: Experience of developing research methodology and strategy.	D	I
Knowledge		
1: An understanding of the inequalities and social issues QTIBIPoC communities face, including those who have experience of the asylum process, those with health issues and/or disabilities.	E	A, I
2: An understanding of the wider LGBT and/or Black & PoC community across East Sussex, and its operation within the community & voluntary sector.	E	A
3: Awareness of the local and national picture of TNBI-related healthcare inequalities, with particular attention to those from intersecting groups.	D	I
Skills		
1: Strong verbal and written communication skills, including confidence in presenting content both in person and online.	E	A, I
2: Demonstrable project management skills, including the ability to manage both long and short-term projects, meeting deadlines where appropriate.	E	A, I
3: Proactive and independent, able to work with minimal supervision, using your initiative to work towards completion of a defined series of tasks that contribute towards the Project Plan and overall strategy of TCP.	E	A, I
4: Excellent networking and interpersonal skills, alongside the	E	A, I

ability to develop and maintain progressive relationships with community members and various organisations.		
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How to Apply

Please send a CV (no more than 2 sides of A4) to Service & Development Manager, Gray Hutchins, by 9am on Monday 23rd November 2020 – applications received after this will not be considered. Please also include a covering letter (no more than 1 side of A4) in response to this job description explaining why you are suitable for this role.

Interviews are scheduled for Friday 27th November day or evening time (depending on your availability) and will take place on Zoom.

If you would prefer to apply in another format, or require guidance or assistance in completing this application, please do get in touch with Gray.

Email: g.hutchins@clareproject.org.uk

Phone: 07464229395 (leave a voicemail if required)

Please note if you have a role enquiry during this period please use subject title 'ROLE ENQUIRY' on your email and these will receive a response as soon as reasonably possible.