



## Community Development Lead

### Information Pack

#### Vox Liminis Overview

We are an arts and community organisation working within criminal justice – sparking fresh conversations and insights so that our responses to crime, harm and conflict might (re)build connections, trust and belonging rather than further divisions.

Established in 2013, we work across Scotland and beyond. Based in Glasgow's east end, we run creative projects in prison and in the wider community with people who have committed crimes, people who have been victims of crime, those who have family experience of crime and justice processes and others who work in this area. Our work is based on community development principles, and includes music, songwriting, creative writing, visual arts and theatre making.

Behind all the above, we are building a creative community called Unbound, made up of many of the diverse people involved. And we are learning a lot together in the process.

**Our Vision:** A society that responds to crime, harm and conflict in ways that build or rebuild connections, trust and belonging, providing justice, peace and security for all.

At the highest level, our current strategic goals are:

- Developing creative and relational work with people who have different interests of and experience in matters of criminal justice, and building a long-term community of diverse people, which threads throughout creative project work
- Prompting dialogue about crime, punishment and the justice system
- Learning reflectively from practice, and sharing the learning
- Sustainability of operations, finance and governance

**We work to achieve this through:**

**Our Values in Action.** We seek to live out how we want the world to be, by:

- Prioritising relationships
- Welcoming
- Making together

- Sharing power
- Disagreeing well
- Following the energy

**Our Outcomes.** As we together live out how we want the world to be, life feels better. How?

- More connected
- More creative
- Greater sense of purpose
- More enjoyable
- More just and fair
- More hopeful

## **Post information**

### **Community Development Lead**

Following a time of change and reflection within our society and within our organisation, we are looking to recruit a senior staff team member to an exciting new role. The successful post-holder will be someone who has significant experience in community work practice, thinks strategically and critically, and has held substantial responsibility for the development of people and projects.

This is a senior practice facing role, in an organisation where strategy, practice and theory intertwine.

Working hours will be 37.5 hours per week, incorporating a high degree of flexibility. This is a permanent post, with a salary in the region of £40,000 per year, based on experience.

Employment in Vox Liminis has a number of benefits:

- access to a contributory pension scheme
- good leave entitlements
- investment in development and training
- 24/7 access to our employee assistance programme

Our mission is to welcome everyone and create inclusive teams. We celebrate difference and encourage everyone to join us, and be themselves at work.

## Application Process

**Please apply with your CV (including 2 references) and a cover letter by Friday 15<sup>th</sup> September 2023.** Your cover letter should demonstrate in no more than 3 A4 pages your fit and experience in relation to the Job Description and Person Specification detailed below. Applications should be submitted by email to [admin@voxliminis.co.uk](mailto:admin@voxliminis.co.uk) with the subject title 'Recruitment Community Development Lead'. Shortlisted applicants will be invited to interview thereafter.

For any questions, or if you would like to discuss the role informally ahead of application, please contact [admin@voxliminis.co.uk](mailto:admin@voxliminis.co.uk)

### **Job Description** **Community Development Lead**

In accordance with good practice and high-quality creative community development approaches, and in line with Vox Liminis' 'Values in Action', the Community Development Lead will have responsibility in the following areas:

#### Developing practice

- Grow community learning cultures within the staff team, freelancer/sessional team, the Unbound community, and projects
- Grow strategic networks in justice, arts and community practice
- Look for potential, and dot-join within existing practice and in potential new practice areas
- Support team to keep developing within the work they lead, in line with strategy
- Grow consciousness and critical thinking around systemic issues
- Explore what activism and systemic change can look like in creative, diverse community-led ways
- Explore critically and collaboratively the interface between the Unbound Community and Vox Liminis as an organisation, and ways towards more collective ownership and responsibility
- Work within and manage complex risks

#### Developing people

- Notice potential and support the development of people (team and community members) in ways that fit with their passions, skills and abilities
- Support team members to develop people in the work they are involved in
- Train and mentor others in reflective critical community development practice

## Developing projects

- Explore and develop new ideas, funding opportunities, and potential partnerships (practice and strategic)

## Developing communications

- Lead work with other staff, community members and participants (bringing in budgeted external expertise where appropriate) to develop external communications (written, video, photo) that make explicit our learning, principles and vision for different audiences, and bring people into it in participatory ways

<p style="text-align: center;"><b>Person Specification</b> <b>Community Development Lead</b></p>
--

## Essential

- Qualification in Community Learning and Development, or clear evidence of equivalent academic and practice learning
- Very experienced in working with people and communities, based on Community Development principles. This includes:
  - Designing projects
  - Facilitating groups
  - Growing people's ownership of decision making and direction setting
  - Monitoring and evaluation
- Skilled in spotting potential, dot-joining, and making things happen from scratch
- Skilled and experienced in working in complex situations
- Experienced in training and mentoring others in reflective community development practice
- Experience in working towards systemic change in innovative, diverse community-led ways
- Skilled in working in and managing complex risks

- Experienced in supervision of other practitioners
- Excellent at networking with professionals

### **Desirable**

- Experienced in supporting members of a community to self-organise
- Experience in working with creative arts in community development practice
- Knowledge of the Criminal Justice sector