



CYNGHRAIR SEIRIOL ALLIANCE

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JOB DESCRIPTION

Post: Intergenerational Development Officer

Location: Seiriol Ward, Anglesey

Contract type: 12 months Fixed Term

Hours: 27 hours a week (flexible days)

Salary: Annual salary of £17,746 (£12.64 per hour) for 27 hour week

Responsible to: Cynghrair Seiriol Alliance Chair and Trustees

Introduction

“Intergenerational practice aims to bring people together in purposeful, mutually beneficial activities which promote greater understanding and respect between generations and contributes to building more cohesive communities. Intergenerational practice is inclusive, building on the positive resources that the young and old have to offer each other and those around them” (Beth Johnson Foundation, April 2001). By basing an Intergenerational Development Officer in the Seiriol Ward, the aim is to facilitate “multigenerational” activities in the area and embed longterm changes in the community.

The Seiriol Alliance has recently become a charity (Charity No. 1192222). Its' charity object is "to develop the capacity and skills of socially, economically or otherwise disadvantaged members of the community of Seiriol and the surrounding area, in such a way that their needs can be more effectively identified and met and that they are empowered to participate more fully in society". As well as meeting the Alliance's own charitable object, the intergenerational approach is also supported by the Welsh Government, the Older Peoples Commissioner for Wales, the Children's Commissioner for Wales, the Future Generations Commissioner for Wales and relevant legislation.

The Development Officer will lead the Seiriol Alliance Intergenerational Development Project and will follow the current evidence-base around intergenerational working to promote activities that will benefit all generations living in the area. The project will build on and enhance the work currently being overseen by the Seiriol Alliance and ensure that the intergenerational approach is embedded within Seiriol long-term and that the project's learning is shared across Ynys Môn, and beyond. It has been shown that the intergenerational approach can increase levels of understanding, friendship, enjoyment, confidence, self-esteem, health and well-being, and skills across all age groups. There is also evidence that such an approach improves community cohesion and diversification of volunteering.

This project will build on the "Framework to support strategic intergenerational practice in Wales" and learning from the "Age Friendly Communities" project which recognised the value of different generations coming together to "share space" and how intergenerational work can improve the understanding of all generations, promoting "equality and respect". Intergenerational "shared spaces" are more than a site defined by a building or key venue. They are about an attitude towards the involvement of different generations in an activity, a project, a process. Wales has a long standing history as a cooperative working environment. At this time there is a great deal of focus on "co-production". With a greater recognition of community assets (both tangible and intangible) and an increase in the use of asset-based approaches to health and wellbeing, intergenerational shared spaces could provide a focus for wider benefits.

Overview of the post

Current Seiriol Alliance activities include:

- supporting community hubs including dementia groups
- running the Seiriol Good Turn Scheme including the provision of community transport
- co-ordinating and supporting activities taking place in the different community groups within the Seiriol area
- administration of a volunteer group which includes volunteers from all generations
- partnership with other projects in the Seiriol area including Cwlwm Seiriol and the Digital Champion projects

We currently have funding to support a part-time Development Officer post for 12 months. The Development Officer would lead a multigenerational project in the Seiriol area and:

- promote and enhance a multigenerational approach within current activities
- expand the reach and impact of current activities in order to involve more individuals in the Seiriol area
- promote new multigenerational activities within an individual community group and also across community groups
- target certain “hard to reach” and “disadvantaged” groups to develop their involvement in intergenerational activities
- produce a report at the end of the project highlighting outcomes
- focus on ensuring the continuation of activities after the 12 month project has come to an end
- share learning from the project

The intention is that the intergenerational approach will become embedded in the Seiriol area and the seeds sown by this project will grow and flourish under the guidance of the Seiriol Alliance in the future. Future work will continue to be undertaken by volunteers, but if the project is successful, it is hoped that funding will become available for the Development Officer role long-term in Seiriol and elsewhere on Anglesey.

Partnerships

Membership of the Seiriol Alliance already includes a number of community organisations including community councils, community halls, Canolfan Hamdden Beaumaris, the local Dementia Friendly Steering Group, Beaumaris Health Centre, Medrwn Môn, and IoACC. Other partners supporting this project include all the local primary schools. The Development Officer will also work with other projects such as Cwlwm Seiriol, community groups including youth, arts and craft, sports, and religious organisations, Care Homes, and the Local Asset Coordinator (LAC) for older peoples and family and children's services.

Principal accountabilities

The Developmental Officer will

1. Lead, support, create, organise and deliver intergenerational activities. This will include supporting the development of existing projects and the creation and delivery of at least two new activities in the area.
2. Train and support individuals, communities and organisations in Seiriol to raise their knowledge and confidence levels around how to connect generations through intergenerational work.
3. Be aware of current and relevant evidence and research literature on the “intergenerational/multigenerational approach” and personally develop increasing expertise and understanding of intergenerational practice through reading and, also, collaboration with other organisations such as the Beth Johnson Foundation.
4. Raise the awareness and profile of intergenerational work in the Seiriol area.
5. Focus particularly on areas of deprivation and the needs of young people as well as the lonely and isolated older age groups.
6. Emphasise multigenerational working which values inclusion without prejudice.
7. Work in partnership with the local organisations mentioned above.

8. Monitor the overall project and its individual initiatives, and report progress regularly to stakeholders, notably the Seiriol Alliance. This will include attending the Seiriol Alliance Forum Meetings.
9. Demonstrate the impact of having an Intergenerational Development Officer in Seiriol through quantitative and qualitative evaluation. Quantitative outcomes will include numbers of intergenerational activities arranged during the year, numbers of local citizens involved, health and wellbeing scores of participants, and the number of activities deemed to be sustainable in the long-term after the post is completed. Qualitative assessments, following the principles of social accounting and audit, will include individual stories, case studies, community feedback, health and well-being qualitative assessments, questionnaires, surveys, and inputs from partners.
10. Manage the filing of all project documents in accordance with project management principles and ensure that a sound audit trail is maintained at all times.
11. Manage the budget and implement any spending according to the Seiriol Alliance's financial procedures.
12. Adhere to relevant Canolfan Hamdden Beaumaris and Seiriol Alliance policies.
13. Undertake such other duties as are within the scope of the job purpose, the title of the job and its grading.

Support

We recognise that the Intergenerational Development Officer role is a new post in the Seiriol area and that 12 months is a relatively short period. However the Seiriol Alliance is committed to provide all the necessary support to enable the postholder to fulfil her/his potential.

The Development Officer will have a base in Canolfan Hamdden Beaumaris but it is envisaged that the majority of her/his work and time will be undertaken at community venues throughout the Seiriol area. In addition, large parts of the role can be undertaken from home and the Alliance will support home working by providing the necessary communication and information technology.

PERSON SPECIFICATION

Education and Training

Essential

- Good level of education e.g. A Levels or equivalent

Desirable

- Experience of delivering Intergenerational programmes
- Understanding of the Project Management methodology
- Project evaluation and assessment using qualitative and quantitative methods
- Intergenerational practice training
- Higher education or other relevant qualifications

Key Skills

Essential

- Planning and implementing practical projects
- Organisation of events
- Facilitating skills
- Presenting skills
- Project management
- Knowledge of the principles of safeguarding
- Excellent IT/administration skills

Desirable

- Knowledge and experience of Intergenerational work
- Recruiting, inducting, training and organising volunteers
- Experience in using Social Media Platforms
- Analysis and report writing

Personal Attributes

Essential

- Good team worker
- Ability to work without supervision
- Enthusiasm for the role and helping develop communities
- Adaptable and flexible
- Motivated “self-starter” with commitment and leadership skills
- Mature interpersonal/communication skills including ability to relate to people of all backgrounds
- Able to communicate orally and in writing to a good standard
- Good problem solving skills
- Imaginative and creative

Desirable

- Willing to work evenings and some weekends if necessary
- Ability to speak and write confidently in the Welsh language