

Recruitment person specification

Post being recruited for: Community Cohesion Development Worker

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Experience of policy development, project coordination, or partnership working in a public sector, community safety, or community engagement setting. Experience of working with diverse communities and stakeholders on sensitive or contested issues.	Understanding of the Edinburgh Partnership structure and the Community Safety and Justice Partnership. Knowledge of risk assessment and management approaches applied to community cohesion or community safety work.

Knowledge, skills and understanding	Working knowledge of community cohesion issues and the wider public sector policy context. Strong analytical skills, with the ability to produce clear evidence and insight to inform decision-making. Excellent written and verbal communication skills, able to present complex or sensitive information to varied audiences including elected members and senior officers. Diplomacy, tact and sound judgement in managing competing priorities, community tensions and political interest. Ability to build trust and effective working relationships with elected members, officers, community groups, police and partner agencies, including during periods of heightened tension.	
Qualifications and training	Degree level or equivalent relevant experience.	Relevant postgraduate qualification (e.g. in public policy, community development, or a related field).
Job specific requirements	Ability to attend occasional community meetings or events outside normal office hours. Ability to work effectively in a politically sensitive environment, including engaging with the aftermath of community tension.	