

The Bridge Collective

JOB DESCRIPTION:

Community Worker



You will be working alongside existing Bridge Collective employees, guided by our mission statement:

To be a company whose members are creating: A democratic community where people who have experiences, beliefs, and feelings that have sometimes been labelled as mental illness are welcomed and can talk about these experiences freely, safely and without judgement; a place to participate in friendship, support, learning, teaching, discussion, being active, and making a valid contribution both within the collective and the wider community.

Type and duration of contract

You will be employed on a fixed term contract for one year in the first instance. This post is funded by grants from a variety of sources awarded to The Bridge Collective. Our continued viability as a going concern is dependent on receipt of sufficient funding from year to year.

Hours

9 hours per week

Wages

£11 per hour

Holidays

7 weeks pro rata

Usual base/Location:

King Street, Exeter. During the Covid-19 pandemic we have been home working.

The Bridge Collective

JOB DESCRIPTION:

Community Worker



Overview/Context

We are looking for people whose intention, qualities and character are consistent with those of the Bridge Collective. The Bridge Collective is a grassroots organisation built up over the years, not to a blueprint. We are a group of enthusiasts who have been learning as we go along. Because of this history we've reached our fourteenth year both with much to be proud of and with some areas in which firm foundations are not in place yet. We are committed to remedying this and the post holders will:

- Work alongside the existing team, learning where this work needs to be done and contributing to us generating solutions collectively.
- Get involved in being able to embrace and appreciate the Bridge's unique spirit. Some places are tidy, some places are messy - reflecting aspects of ourselves. We want to keep our wild flowers - not create a clipped lawn - appreciating the wildness and embracing who we are now.
- Engage with the Bridge as a meaningful place for human expression with people looking to carve their own path within a community setting.

Key Responsibilities

Shared responsibilities for all Community Workers

All Community Workers are allocated 3 hours per week "team time" to contribute to the following shared responsibilities and to attend, prepare for, and follow up on essential meetings and training.

Community Workers will be capable of and responsible for:

- Enabling/ encouraging participation

The Bridge Collective

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- Developing and facilitating opportunities for discussion and dialogue within the Bridge Collective;
 - Utilising discussion and dialogue activities to help collective processes
 - Moving forward priorities agreed by the Community Meeting
 - Active input into Community Meeting to maintain the flow of ideas and information
 - Upholding the spirit of the Bridge as the mission statement speaks to self and others
 - Being part of a mutually supportive part-time Community Worker Team within the Bridge Collective
 - Communication with colleagues
 - Support to colleagues
 - The premises, and activities on the premises, and online.
Responsibility for activities on the premises is held by the key-holders. This post will require you to be a key-holder. (Keyholder Responsibilities attached)
 - Taking part in annual evaluation of work for use in planning, for our funders, and to help with future funding bids
 - Helping to develop sustainable plans to carry the Bridge into the future
 - Contributing to Bridge Collective events in the wider community
 - Being on a rota for meeting facilitation and on call rota for co-worker queries/check-in.
 - Taking part in induction and training as agreed for the role by the Community Meeting.

Community Workers are expected to attend meetings as appropriate to the needs of their role. The following meetings are currently in place at the Bridge:

- Monthly Community Meetings – these are the overall decision-making meetings at the Bridge and all participants in the collective are invited to contribute;

The Bridge Collective

JOB DESCRIPTION:

Community Worker



- Quarterly Open Reflection sessions (facilitated by an external facilitator) for the Bridge Community to review, reflect and plan;
- Twice-monthly employee team meetings for the Community Workers to work out the practicalities of working together as a part-time team, sharing of workload, mutual support and information.
- Bi-monthly team supervision (facilitated by an external facilitator)
- Monthly facilitator team meetings

Specific responsibilities for this post

For each Community Worker at the Bridge there are specific agreed areas of responsibility set out in the [accompanying statement](#), which may be varied from time to time. Any changes will be agreed between the post-holder and the Company at the Community Meeting and an updated statement of specific responsibilities and time allocated for them will be provided.

Accountable to:

The Bridge Collective monthly Community Meeting. The Bridge Collective delegates responsibility and allocates work to employees through discussion and agreement at the monthly community meeting open to all. Employees are part of the collective and have an equal part in the process of agreeing work to be done. Understanding of and commitment to collective working and consensus decision making is essential to this role.

Checks

Enhanced DBS (Disclosure and Barring Service) check will be required.
Two references will be required.