



Job Pack

Our Values



Why are we needed?

People with learning disabilities experience **some of the greatest inequalities** in Scotland, with poorer health, greater social isolation and fewer opportunities to build meaningful relationships than the wider population.

More than half of people with learning disabilities **report feeling lonely**.

Fewer than a third can name a friend outside of family or paid support.

People with learning disabilities are far less likely to take part in physical activity and are more likely to experience **poor mental health, poverty and digital exclusion**.

These inequalities are not caused by people's disabilities. They are created by barriers that limit access to services, information, relationships and everyday opportunities.

Together, we are working to reduce isolation, improve health and wellbeing, strengthen confidence and independence, and ensure people with learning disabilities can live healthy, connected and fulfilling lives.





Our commitment to Equity, Diversity and Inclusion

We don't just accept difference, we wholly **support** it and **celebrate** it. Achieving **diversity in the workplace** is a **priority** at Enable Communities.

Our **culture** is one of our **greatest assets** and it's important to us that we **recognise** and **value** each other's differences and treat each other **fairly** and with **respect**. We create a space where you can bring your **authentic self** to work and we **foster a culture** where you can **challenge, grow** and **learn** from each other.

We want our team to reflect the **communities we serve** and our **shared ambitions** for our clients. We are a motivated team **who support people** to achieve their goals and aspirations.

We offer **flexible working practices** that promote a **strong work/life balance** so that when you are at work you can be the **best version of you**.

Values are more important to us than qualifications or experience, so if you don't think you meet every requirement that's ok, we still want to hear from you.

At Enable Communities we are **dedicated** to building a **diverse** and **inclusive** workplace, so if you are **excited** about this role but your past experience doesn't align perfectly, we **encourage you to apply** anyway. You may be the right candidate for this role, or other roles.



Our commitment to you

We want to you be able to perform **the best you possibly can** be through the interview process and be able to fully **demonstrate your skills** and **suitability** for the role.

We want to **get to know you** and see if you're a **good fit** for the job- it's not to catch you out!

We offer all candidates the interview questions ahead of time so you can prepare your answers in advance- we genuinely want you to do well and to hear your best answers, it's not a memory test!

We encourage you to **speak to us** about any **accommodations, adjustments** or **support** you may need to the interview process.

Some **examples** of adjustments we have provided include:

- **Offering a choice of face to face interview or online**
- **Changing the time to avoid peak travel or the school drop off**
- **Providing additional time with interview assessments**
- **Having a job coach with you at the interview for support**
- **Offering a practical work trial**
- **Walking interviews**
- **Visit to the venue in advance**

If you interview in person, our venues are fully **accessible** and we ensure you can **access them easily** using public transport.

Adjustments can **look different for everyone**- it's also okay if you're **not sure** what you need speak to us and **we can help**.

Community Link Worker

35 hours per week,
or job share available
Salary – £27,000 FTE

Role Profile

As a Community Coordinator, you will work with disabled people and people with long-term health conditions to build stronger connections, increase independence and create more inclusive communities.

Working across rural communities, you will provide person-centred support that helps people overcome barriers to participation, whether through developing digital confidence, increasing independent travel, accessing local services or building meaningful community connections.

You will work alongside participants, families, volunteers, community organisations and statutory partners to identify individual goals, deliver tailored support, facilitate group activities and strengthen local networks. Through this work you will empower people to develop confidence, exercise choice and control, and participate fully in community life.

You would support a range of activities, including:

- Digital inclusion and online confidence
- Independent and accessible travel
- Community groups and peer support
- Community engagement and partnership development
- Local events and community capacity building

You will play a key role in helping people build skills, increase confidence, strengthen relationships and access opportunities that improve their wellbeing, independence and quality of life.



What will you do?

You will support our ambition to create inclusive, connected and accessible communities by:

- coordinating the day-to-day delivery of a digital inclusion and inclusive travel project
- providing personalised support to help people overcome barriers to digital access, independent travel and community participation
- delivering accessible workshops, group activities and peer support sessions that build confidence, skills and independence
- supporting people to access healthcare, education, employment, local services and community opportunities
- helping people develop digital skills, use technology safely and access online services
- supporting people to build confidence using public transport, community transport and active travel options
- encouraging people to share their experiences and influence improvements to local services and accessibility
- building effective relationships with local organisations, transport providers, health services and community partners
- promoting the projects within local communities and developing referral pathways
- gathering feedback, case studies and evidence of impact
- contributing to the continuous improvement of our projects

You will be responsible for:

- managing your time and workload effectively
- maintaining accurate participant records and project information
- recording activities, outcomes and impact in line with agreed timescales
- monitoring progress against project targets and reporting on outcomes
- supporting the safe, inclusive and person-centred delivery of all activities
- identifying and reporting risks, concerns or safeguarding issues
- meeting agreed project outcomes and work plan commitments

The Skills You Will Bring

We really need you to have these

- Experience of supporting people who have a learning disability, disabled people or other community groups.
- Experience of supporting people to achieve personal outcomes.
- An understanding of the barriers people can face when taking part in community life.
- Experience of delivering group activities or events.
- The ability to build positive and professional relationships.
- The ability to support people to express their views and make their own choices.
- Strong communication and interpersonal skills.
- A knowledge of basic digital skills
- The ability to manage your own workload and priorities.
- Strong organisational skills and attention to detail.
- A person-centred and inclusive approach.
- A positive, flexible and solution-focused attitude.
- Confidence using digital systems to record and report information.
- Knowledge of local communities and community organisations.
- A willingness to travel as part of the role.
- An understanding of safeguarding and adult protection.
- A full UK driving licence



The Skills You Will Bring

We would love it if you had these:

- Knowledge of the United Nations Convention on the Rights of Persons with Disabilities, and an understanding of Articles 29 and 30.
- Experience of supporting self-advocacy or campaigning.
- Experience of co-production. – Co-production means people who use a service help to design and deliver it as equal partners.
- Experience of working with volunteers.
- Experience of supporting community or youth groups.
- Experience of working with families and carers.
- Experience of working with affiliate or membership organisations.
- Experience of organising inclusive events.
- Experience of gathering feedback and measuring outcomes.
- Experience of working with local authorities, health services or organisations.

Why?

- Every Enable member is different – People have different interests, goals, communication needs and experiences
- Listen and adapt – Being able to listen and adapt your approach is important
- Strong relationships at the heart – building positive and trusted relationships is key
- Work together – you will work alongside Enable members, families, volunteers, colleagues and partner organisations
- Support and empower – You will support and empower people to make their own choices, develop confidence and take part in activities that matter to them.

Our Benefits

We believe in **developing** all our staff and we provide an extensive **learning programme** together with **career development** opportunities.

Examples have included:

- **Job Specific training including Graduate Apprenticeships**
- **Leadership Development**
- **Executive MBA**
- **Support with applying for international scholarships**
- **Mentoring with senior leaders**

We also provide time monthly for staff to "**Drop Everything and Learn**" and staff have taken up opportunities to **learn BSL** and **upskill** in new areas of work . We also encourage shadowing and learning across our teams so you can better understand different areas of the business. Your **learning journey** is **driven by you** and **your aspirations** and is fully **supported by us**.

We also have an excellent range of staff benefits including:

- Health cash plans providing a wide range of health benefits to help people cover the cost of their everyday health care.
- Employee Assistance Programme
- Blue Light Card
- Cycle to Work Scheme
- Season Ticket Loans