**Job Title:** Migrant and Ethnic Minorities Health & Wellbeing Officer

**Responsible To:** Board of Trustees (BoT)

**Line Manager:**  Policy and Advocacy Manager

**Location:** Belfast LGBTQIA+ Centre with regional coverage for groups

**Hours:** 15 hours per week

**Contract:** 1 Year (The Rainbow Project is committed to increasing support and service delivery within the LGBTQIA+ community and is actively seeking funding to increase the hours and make this a substantive post.)

**Salary:** £23,166 (pro rata) per annum

**Holidays:** Statutory holidays and 25 Day annual leave (pro-rata)

**Interview date:** Early September - Interviews will be held in Belfast.

**MAIN DUTIES**

**The main duties of this post are broken down by competency areas as below.**

The Rainbow Project has been specifically supporting the LGBTQIA+ community for over 28 years. We work with and support LGBTQIA+ people from a diversity of backgrounds, races, ages, abilities, cultures, and ethnicity, we also work with LGBTQIA+ individuals who are immigrants, refugees and people seeking asylum in Northern Ireland.

Our work with LGBTQIA+ people who experience racial inequalities has been ongoing for eight years. During this time, we have established a support group within this intersectionality known as GEG (Gay Ethnic Group).

As an organisation, we are seeking further understand the changing needs of the LGBTQIA+ community. Last year we carried out research across NI with funding from the national lottery which focused on the experiences of the migrant and ethnic minority community and sex workers within the LGBTQIA+ community. This report helped identified some key recommendations, needs and key issues impacting them. These recommendations included The Rainbow Project developing new and innovative ways to respond to these identified needs, dedicated services and support and the creation of a dedicated health and wellbeing officer.

We have been able to secure funding from SSE Airtricity to re-establish our Gay and Ethnic Minorities group and are seeking to appoint a dedicated health and wellbeing officer who will assist in the development of further services.

The Health and wellbeing officer will increase our capacity to support migrant and ethnic minority individuals within the LGBTQIA+ community and engage with them in development, support services, and lead on intersectional and ally work.

This is a brand-new role in Northern Ireland, as such the officer will be at the forefront of increasing the involvement, visibility and engagement of LGBTQIA+ migrant and ethnic minorities across Northern Ireland as a whole. The role and how it develops will be led by engagement with service users, key stakeholders and research.

**Key aims of the Health and Wellbeing Officer will be**

* Provide direct one-to-one support to LGBTQIA+ migrant and ethnic minority individuals in Northern Ireland.
* Facilitating weekly drop-in sessions where clients can engage with support, seek advice and participate in various events such as cultural activities, training or social meet-ups;
* Signpost appropriate clients to other TRP services including counselling, support groups, hate crime and housing advocacy;
* Help to build better opportunities for engagement for migrant and ethnic minority service users. This means working to make sure that service users are supported, involved and engaged in events and the development of services;
* Engage with migrant and ethnic minority support organisations to increase awareness of The Rainbow Project and its services;
* Campaigning and lobbying for impactful change for the migrant and ethnic minority community;
* The officer will work with the Policy and Advocacy team to report any instances of xenophobia, racism or anti-LGBTQIA+ hate crime to the PSNI.

**The main duties of the role will include**

* Development and facilitating events and creation of accompanying resources, such as the creation of specific safe spaces for example social groups such as GEG or asylum seeker support groups;
* Develop and establish to facilitate befriending and peer support networks within NI for LGBTQIA people;
* Developing and maintaining relationships/partnerships with key agencies, co-ordinate suitable referral pathways and providing strategic representation at working groups;
* Provide support and advocacy for people seeking asylum and refugees in their dealings with Home Office and legal representatives;
* Assist in the development of training sessions on the experiences of the LGBTQIA+ Migrants and Ethnic Minority community in Northern Ireland including issues such as cultural information on NI, racism, cultural appropriation and support organisations;
* Establish partnership with LGBTQIA+ affirmative interpreting services for those who require it;
* Represent the Rainbow Project to all local partners ensuring maximum access to our services, developing excellent working relationships with referral agents and stakeholders in the lives of people of all ages, within the statutory, voluntary and community sectors;
* Represent the Rainbow Project at external events and will be designated member of the Refugee and Asylum Forum and Migrant Forum;
* Effectively promote The Rainbow Project through presentations and meetings with interested parties at all suitable opportunities.

**Person Specification**

We are looking for someone who has experience in community engagement, skills in engaging with a diverse range of communities, a good understanding of the way’s racism operates, and knowledge of anti-racist practices and principles.

You will need experience in building and developing partnerships and building trust and consensus across a range of stakeholders. You will need to be self-motivated, creative and tenacious.

The Rainbow Project at all times seeks to recruit the person who is most suited to the job and welcomes applications from people of all backgrounds – men and women, people of all ages, sexual orientations, nationalities, religions and beliefs. For this role, we would, particularly welcome applications from migrant and ethnic minorities backgrounds.

All appointments are based on merit.

**Essential Qualifications & Experience**

* One year’s full-time or part-time experience as a paid member of staff working on a health improvement or community development project;

**OR**

* two years of similar experience as a volunteer;
* Experience of working on own initiative with limited ongoing supervision.

**Essential Competencies**

* Proven excellent written and verbal communication skills;
* Proven excellent interpersonal skills;
* Proven excellent IT competencies;
* Evidence of commitment to equality and social inclusion;
* Proven experience and understanding of confidentiality and impartiality within an advocacy context;
* Ability to represent The Rainbow Project at external events and secure support for The Rainbow Project's strategic aims;
* Experiencing using social media;
* Ability to use or willingness to learn how to use Zoom online videoconferencing.

**Desirable Experience and Competencies**

* Understanding of issues affecting members of the LGBTQIA+ community including but not limited to homophobia, transphobia and heterosexism;
* Understanding of LGBTQIA+ people who experiences racial inequalities;
* Experience of working in the LGBTQIA+ Sector or Community Voluntary sector as a volunteer or paid member of staff;
* Experience in working on health and wellbeing issues with LGBTQIA+ communities.
* Understanding of the asylum process in Northern Ireland and issues facing people seeking asylum.

**General**

The Rainbow Project requires all posts within the organisation to carry a degree of flexibility in their execution of duties to assist the development of the organisation.

All responsibilities associated with contracted personnel will be carried out in line with the aims and objectives of the organisation and policies set out by the Board of Trustees.

The above job description should not be viewed as an exhaustive list as other tasks may need to be undertaken as directed by the Line manager.

Employees will be expected to be flexible in their approach to working hours, as evening and weekend work will be necessary.

**Closing date for the applications is Friday 16th September 2022 at 4pm and for further information & application forms please contact;**

Aisling Playford

Policy and Advocacy Manager

The Rainbow Project,

Belfast LGBT Centre,

23-31 Waring Street,

Belfast,

BT1 2DX

Telephone: (028) 9031 9030

Work Mobile - 07770 436481