

Role Title: Community Paradigm Program Manager

Contract type: 12-month fixed term contract

Hours: full time hours

Salary: £45,000 per annum.

Employer: Role employed and hosted by Healthwatch Herefordshire

Requirements:

- Enhanced DBS check required.
- Requirement to demonstrate right to work in the UK.
- Two references will be requested prior to appointment.
- Home based working with a presence to attend meetings and meet community groups and leaders locally when required.
- Access to transport to travel across the county.

Process: Please submit a cover letter and CV with two referees, before 14th December 2023 to christine@healthwatchherefordshire.co.uk

If you would like to discuss the role, please call Healthwatch Herefordshire 01432 277044 to speak to Christine Price

Summary of role: To work across local partnerships in community sector and public sector leaders, to coordinate implementation of the community paradigm approach for Herefordshire across six workstreams (see objectives).

Background context: Since March 2023 Herefordshire partners across the public and community sector have been setting the vision for a community paradigm shift, to enable community led solutions to prevention in the county. This has been discussed extensively over the last eight months, achieving widespread system support and enthusiasm and we are now at the point of requiring more dedicated programme support and coordination. This role has been funded jointly by the partners of One Herefordshire, which includes, Wye Valley Trust, Herefordshire Council Community Wellbeing, Public Health, Healthwatch, *General Practice* and Herefordshire & Worcestershire Health & Care Trust.

Skills & experience required:

We are seeking a highly motivated person who has a track record of collaboration and working within the community sector, that has the following skills and experience:

- Demonstrated leadership experience.
- Business development experience, writing successful business cases and funding bids.
- Experience of project management.
- Experience of community engagement and implementing coproduction principles.
- Experience of Working with public sector partners is advantageous.
- Educated to degree level or equivalent level of experience working at a senior level in directly related field of employment.

- Knowledge and experience of local, regional, and national drivers of the health and care agenda from a voluntary, community and social enterprise (VCSE) sector viewpoint with the ability to advocate on their behalf.
- Understanding of commissioning, strategy and policy development, impact reporting demonstrating outcomes.
- Understanding of health inequalities in a population and methodologies that can be applied to improve health and reduce health inequalities.

Objectives

Work with the community sector and public sector partners to establish approaches and implementation plans for the following 6 workstreams.

Workstream 1 An immersive walk-through training experience

Source resources and coproduce an experiential space open over the long term where staff across Herefordshire can spend a half day training to understand the community paradigm vision.

- What is community power.
- Examples of an integrated approach to understanding and supporting populations.
- Demonstrate the key components of successful community led solutions.
- Developing alternatives to “doing to people”.

Aim: Understanding of the power of a community paradigm, communicate the shared vision for Herefordshire 2033.

Workstream 2 Community led decision making and action, different voices in different places.

Source resources and coproduce a programme of community showcase conversations in each ward.

- Bringing together local people and connecting.
- Maximising existing community assets.
- Hear what local people want to offer.
- Hear what local people want to address together.
- Comms to gather story telling examples of community codesign and action.

Aim: Community building, grassroots asset-based development.

Workstream 3 Developing Community Chest Approach

- Work with Herefordshire Community Foundation, businesses, philanthropy, charities, public sector, and crowd sourcing to have a long-term plan to grow investment.
- Develop governance and proportionate processes to manage the chest.

- Further develop the guiding principles we all must share to have effective governance and implementation of our approach to paradigm.

Aim: Have a thriving community chest to fund and develop community led solutions.

Workstream 4 Pilots and initiatives

- Trial the initial community chest investment of £150k for two health & wellbeing priorities through the Herefordshire community foundation governance, to invite expressions from community groups and organisations that demonstrate that meaningful connections will be made in communities for individuals to improve their wellbeing. E.g., reducing isolation, loneliness, increasing support for children & families through connections.
- Use the learning from this process to inform the principles of our prevention paradigm.

Aim: in example above, increase connections for people to improve individual resilience and wellbeing

Workstream 5 Creating the enabling conditions for thriving communities.

- Develop processes to gather thematic intelligence from communities and community organisations, as a systematic regular process.
- Sharing the needs gaps with communities, to address them collectively.
- Supporting a range of networks and communities of practice
- Connecting the dots so people know what is available and how to get it.
- Supporting people to connect with one another.
- Coproduction frameworks & Charter etc.
- Infrastructure support.

Aim: Community resilience for individuals, and a robust stronger VCSE sector.

Workstream 6 Build a strong Community Alliance that can sustain and drive this.

- Using a [community organizing approach](#)

Aim: A sustainable vehicle and movement with a community powerbase

COMMUNITY ORGANISING FRAMEWORK

Find out more at...
organisers.org.uk
facebook.com/corganisers
twitter.com/corganisers

Community Organisers

CHANGE

- Fight for sustainable change for good
- Change hearts, minds and systems to address the root causes of injustice and inequality
- Strengthen democracy – government by people

ACTION

- Facilitate local, regional and national collective action on the issues that matter most to people
 - DIY Action
 - Campaigns
- Bring together and use resources
- Engage with power-holders

STRATEGY

- Use stories and information to identify issues
- Analyse information and agree tactics, targets and allies
- Understand power and tactics for shifting it through people taking action together
- Address root causes of concerns whilst tackling immediate symptoms



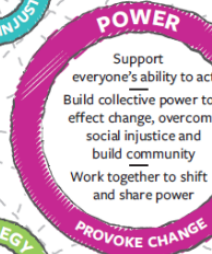
REACH

- Engage everybody and anyone ensuring inclusivity and equality
- Go to where people are



LISTENING

- Develop relationships and identify passion, interests and potential leaders
- Build a picture of people's life in the neighbourhood
- Encourage reflection and explore possibilities
- Challenge people about the way things are



CONNECT

- Connect and create groups of people with shared interests and concerns
- Build bridges between different groups
- Identify community resources, needs and visions
- Share stories



LEADERSHIP

- Develop a culture of possibility where people believe in their ability to create change
- Motivate and support people to take and share leadership
- Identify natural leaders



ORGANISE

- Build local democratic and accountable associations of people that can start to act co-operatively and collectively
- Build your power base
- Build a structure

PARTICIPATION

ACCOUNTABILITY

REFLECTION

LEARNING