

Role Profile

Job Title:	Community Cohesion Engagement Officer
Location:	Colindale/Hybrid
Department:	Strategy, Engagement, Culture and Sustainability
Directorate:	Strategy and Innovation
Grade:	I
Type of Working:	Hybrid with onsite work in the office and among the community
Reports to:	Community Innovation and Funding Manager

1. Job Purpose:

The Community Cohesion Engagement Officer is a new role responsible for building and maintaining trusted relationships with Barnet's diverse communities and their representative organisations in the voluntary community and faith sector. The postholder will work to strengthen community cohesion, foster positive inter-group relations, and support the council's statutory duties in to countering hate crime and promoting inclusive communities.

The role has a strong preventative and engagement-led focus, working proactively with broad range of communities to identify emerging issues, reduce tensions, and encourage dialogue before the challenges start affecting cohesion. This includes facilitating dialogue, supporting collaborative initiatives, and helping to develop strategies that address tensions and promote resilience within the community. By developing inclusive and innovative approaches to engagement, the postholder will help bring people together across difference, support cohesive neighbourhoods, and embed community voice at the heart of local decision-making.

2. Key accountabilities:

- Establish and nurture positive relationships with diverse, local communities, council colleagues, and strategic partners to strengthen social cohesion and shared understanding.
- Lead and coordinate innovative and inclusive engagement activities with minority groups and identity-based communities including those of faith.
- Collaborate within the Community Participation team to develop sustainable connections across voluntary community and faith sectors.

- Proactively engage communities in preventative dialogue, helping to identify emerging issues, reduce tensions, celebrate cultural diversity and promote constructive relationships between different groups.
- Design and deliver initiatives that bring communities together, encourage participation across difference, and empower residents to play an active role in building resilient and cohesive communities.
- Use community insight, lived experience and local intelligence to shape policy, inform early intervention, and improve strategic decision-making.
- Maintain effective working relationships with Community Safety partners and relevant council departments to ensure joined-up responses to cohesion-related challenges.
- Support communications, engagement and awareness campaigns regarding extremism and safeguarding.
- Assist with local responses to hate crime by raising awareness and enhancing reporting mechanisms.
- Monitor, evaluate, and report on risks and tensions relating to cohesion, and sharing examples of effective practice.
- Build and maintain active links with national, regional and local networks to exchange learning and promote innovative approaches to cohesion and prevention.

3. Financial Responsibilities:

None

4. Health and Safety Responsibilities (choose one option):

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment were issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Degree level or equivalent professional experience	Essential	Application
Experience & Knowledge		
Strong communication, facilitation and relationship-building skills	Essential	Application/Interview
Experience working with minority or faith communities to build trust and participation	Essential	Application/Interview
Demonstrable experience of community engagement or cohesion-related work within diverse communities	Essential	Application/Interview
A strong understanding of the voluntary, community and faith sector and its role in local resilience	Essential	Application/Interview
Understanding of social and community cohesion strategies, counter extremism and hate crime policy	Desirable	Application/Interview
Knowledge of community engagement, participation and equalities legislation	Desirable	Application/Interview
Knowledge of local government structures	Desirable	Application/Interview
Experience of using data, insight or community intelligence to inform engagement or strategy	Desirable	Application/Interview

Experience supporting hate crime or Prevent projects	Desirable	Application/Interview
Skill & Ability		
Strong interpersonal skills	Essential	Application/Interview
Excellent verbal communication skills	Essential	Application/Interview
Strong organisational and project management skills	Essential	Application/Interview
Ability to manage multiple priorities and meet deadlines	Essential	Application/Interview
Ability to analyse data and produce high-quality written outputs	Desirable	Application/Interview
Political sensitivity and sound judgement	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile- I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a	Essential	Application/Interview

Caring for **people**, our **places** and the **planet**

way of learning from and improving the way I work with others		
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview