

themes

- ISLAND LINKAGES
- ACCESS TO SERVICES
- ISLAND ECONOMY
- COMMUNITY
- COUNTRYSIDE & ENVIRONMENT

Spirit of Rathlin

PHONES connections

RENEWABLE ENERGY

FUEL PROVISION on the island

ENERGY EFFICIENCY

PLANNING - sympathetic to island needs

LOCALITY - locally managed & controlled

ACCESS - somewhere to stay on Rathlin if it suits

NEW HARBOUR

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

NEW ROADS

SOCIAL ENTERPRISE

INDOOR & OUTDOOR SPORTS FACILITIES

UPGRADE - trained to a higher level

ADVICE & SUPPORT FOR FARMERS

UNIQUE BIODIVERSITY & ECONOMIC POTENTIAL

DESTINATION TOURISM

RELY on BROADBAND - WORK & CONNECT

TOURIST BOARD

BETTER TRANSPORT

CREATING A BRAND

COMPULSORY YOGA CLASSES!

SOMEBODY WHO BELIEVES IN THE YOUNG PEOPLE & INVESTS IN THE COMMUNITY

RESIDENT CARPARK BAND

MARKET

FRESH LOCAL PRODUCE

ONLINE DELIVERY

FACILITATE HELP PEOPLE GET INTO EMPLOYMENT

THAT'S LIFE TO BE LIVED

PERMANENT CARE FOR OLDER PEOPLE ON THE ISLAND

IT'S TIME TO BUILD ON PAST ACHIEVEMENTS

DEDICATED PLANNING OFFICER

INDIGENOUS PLANNING PARTNERSHIP

AFTER CLASS ACTIVITIES

REINSTATE YOUR CLUB

LOWER TAX RATE

SYSTEM OF APPRENTICESHIPS

pool of skilled professionals

DIVERSE TRADES

PLUMBERS & ELECTRICIANS

SELF RELIANT

Always willing to talk...

COMMUNITY VOICE

REDUCED TICKET PRICE for REGULAR USE

COMMERCIAL VEHICLES COME IN RATHLIN

WE HAVE A SAY IN THE NEW FERRY CONTRACT

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS FOR BUSINESSES

RESOURCES

DELEGATED PLANNING OFFICER

24 HOUR HOME HELP

NURSE COVER

TRAINED TO A HIGHER LEVEL

ANY THE SERVICE

CHANGE ON ISLAND

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

INFRASTRUCTURE

APPRENTICESHIPS

PERMANENT CARE

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS FOR BUSINESSES

RESOURCES

DELEGATED PLANNING OFFICER

24 HOUR HOME HELP

NURSE COVER

TRAINED TO A HIGHER LEVEL

ANY THE SERVICE

CHANGE ON ISLAND

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

INFRASTRUCTURE

APPRENTICESHIPS

PERMANENT CARE

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS FOR BUSINESSES

RESOURCES

DELEGATED PLANNING OFFICER

24 HOUR HOME HELP

NURSE COVER

TRAINED TO A HIGHER LEVEL

ANY THE SERVICE

CHANGE ON ISLAND

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

INFRASTRUCTURE

APPRENTICESHIPS

PERMANENT CARE

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS FOR BUSINESSES

RESOURCES

DELEGATED PLANNING OFFICER

24 HOUR HOME HELP

NURSE COVER

TRAINED TO A HIGHER LEVEL

ANY THE SERVICE

CHANGE ON ISLAND

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

INFRASTRUCTURE

APPRENTICESHIPS

PERMANENT CARE

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS FOR BUSINESSES

RESOURCES

DELEGATED PLANNING OFFICER

24 HOUR HOME HELP

NURSE COVER

TRAINED TO A HIGHER LEVEL

ANY THE SERVICE

CHANGE ON ISLAND

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

INFRASTRUCTURE

APPRENTICESHIPS

PERMANENT CARE

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS FOR BUSINESSES

RESOURCES

DELEGATED PLANNING OFFICER

24 HOUR HOME HELP

NURSE COVER

TRAINED TO A HIGHER LEVEL

ANY THE SERVICE

CHANGE ON ISLAND

INFRASTRUCTURE

ADOPTION ROADS

FIX POtholes

INFRASTRUCTURE

APPRENTICESHIPS

PERMANENT CARE

FERRY REMAINS ON THE ISLAND BASED

CONTRIBUTION FROM TICKET SALES

HOME & COPIES BACK TO ISLAND

CONTRIBUTION TO COVER ANY DAMAGE

ADVENTURE

FAIR HARBOUR DUES

YACHTS SAFETY

KIDS

ENTERPRISE CENTRE

LIBRARY

ENTERTAINMENT

COMMUNITY GARDEN

ADVICE & SUPPORT FOR FARMERS

REDUCED FUEL COSTS

Candidate Application Pack

Community development worker

RATHLIN ISLAND, COUNTY ANTRIM

Introduction:

Rathlin Island lies six miles off the north Antrim coast, a 40-minute ferry crossing from Ballycastle. It is Northern Ireland's only inhabited offshore island, home to around 150 permanent residents, and one of the most ecologically and culturally significant island communities in Ireland.

For thousands of years, Rathlin has been a living crossroads on the maritime motorway, shaped over centuries by both Irish and Scottish Gaelic traditions, by music, storytelling, and a way of life rooted in the sea. It is a place that connects with people.

The Northern Ireland Executive recognised that, as the only offshore inhabited island in the region, we face unique challenges. Community and government representatives together created a Rathlin Island Policy, endorsed by the Executive in February 2010. Today, the Department for Infrastructure leads this policy, working with other

government bodies, NGOs, the Causeway Coast and Glens Borough Council, and the RDCA.

This policy is about us—building a vibrant, healthy Rathlin where we have a say in the decisions that shape our lives. It's tailored to our island's unique needs, aiming to:

- Boost our involvement in decisions;
- Improve the services we rely on through a place-based approach
- Push for policies that sustain our way of life;
- Protect the exceptional environment we call home

Since 2007, the RDCA has aimed to make use of the island's rich natural resources – wind, sea, sun - to become a producer of renewable energy, aspiring to carbon neutrality by 2030. Decarbonisation isn't only about tackling global climate change; it is also about making life better at home. By acting



The community development worker plays an important part in supporting the community, through the RDCA Committee, as it maintains its daily life and reaches towards its aspirations.

One such current RDCA partner is Future Island-Island, an Arts & Humanities Research Council-funded collaborative project with Ulster University, Queen's University, Belfast, the Glasgow School of Art, and the University of the Arts, London.

Working closely with the Rathlin community, the project is exploring how design-led research can support environmental transition in practice, through creative approaches to waste, heritage, tourism and reimagining heritage sites.



Job description:

This is a hands-on position, working from the Resource Centre, Rathlin Island. The development worker will play a pivotal role in helping develop and implement the RDCA's planned activities and aspirations. The post is supported by a part-time Administrative Assistant and may involve close collaborative working with other RDCA employees as positions arise.

The key purposes of the job are:

1. To support the RDCA in effectively achieving its objectives
2. To support community development and encourage volunteering and community involvement
3. To support partnership building with government, statutory and voluntary organisations, improving the quality of life for the whole community

To support the RDCA in effectively achieving its objectives	Service the work of the RDCA committee including minuting meetings
	Provide support and guidance to new and existing committee members and organise capacity building for the RDCA committee
	Ensure that administration and correspondence is carried out, including the monitoring requirements of funders and NI Charity Commission.
	Any other duties related to the main purpose of the position as required by the committee
To support community development and encourage volunteering and community involvement	Consult with islanders, using public meetings and other methods where appropriate to identify issues, needs and solutions, and opportunities, related to the objectives of the RDCA
	Advocate for island needs and priorities by presenting issues, needs and solutions, and opportunities to service providers and policy makers
	Gather ideas, develop and organise community, educational and social activities that further the RDCA's objectives
	Provide information on educational opportunities, facilitating training where appropriate
	Communicate regularly and inclusively with the community through news sheets, emails, social media, and/or any other efficient and appropriate channel, providing information on issues such as housing, health, etc
	Provide ongoing support for volunteering, sourcing and facilitating education and training as appropriate
	Support the development of existing and future community facilities and infrastructure

	Develop and maintain links with other communities, community networks, and regional community support agencies
To support partnership building with government, statutory and voluntary organisations, improving the quality of life for the whole community	Maintain and develop the RDCA's work in support of Regional Government's place-based interdepartmental policy for Rathlin, informing and collaborating with the Ministerial Forum and its Action and Implementation plans
	Support the development of RDCA partnerships with government, statutory, and voluntary bodies, maintaining close contact and communicating island priorities through meetings, and ongoing correspondence and communication
	Research, organise and write RDCA responses to government policies which impact on the island and its people
	Ability and willingness to work with local Councillors, regional and national government politicians and civil servants across an all-inclusive political spectrum, to enable the RDCA to achieve its objectives

Person Specification:

Essential

Qualifications	A relevant third-level qualification plus three years' experience, or five years' experience of community development work
Experience	Experience of building and maintaining positive relationships with local people and organisations, and of resolving conflict and conflicts of interest
	Experience of supporting and developing the capacity of volunteers to be involved at all levels
	Experience of building and maintaining productive relationships with government bodies, statutory bodies and other agencies, and working with committee members in presenting their priorities and best interests
	Experience of organising local community activities, developing trust, and involving people in teamwork
	Experience of engaging local people in identifying issues, needs and solutions, and opportunities
Skills, abilities, and knowledge:	Ability to communicate in a variety of settings with strong organisational, interpersonal, and written communication skills
	Commitment and positive attitude to community development and to working with, and being managed by, local people

	Proven experience of identifying and securing funding from multiple sources that may include government grants, statutory bodies, private sector, and philanthropic funders
	Ability to prioritise workloads, meet deadlines, work under pressure, and use initiative both independently and as part of a team
	Right to work in the UK at point of application and for contract duration
	Access to transport suitable for regular travel to Rathlin Island
	Willingness to work occasionally outside normal hours

Desirable:

Experience of island or remote rural communities, ideally including knowledge of Rathlin or a comparable setting.
Experience of social enterprise and/or community regeneration programmes.
Experience of developing, producing or coordinating arts, cultural, heritage, or community-engaged programmes involving multiple partners.
Understanding of and commitment to place-based models of community development and partnership building.

Employment details:

Salary	£31,475
Start date	1st October 2026
Contract	Open contract, subject to funding
Reports to	RDCA Committee
Location	The Resource Centre, Rathlin Island, Co Antrim

HOW TO APPLY

Submitting your application

Applications should be submitted by CV with a covering letter that sets out clearly how your experience meets the essential criteria outlined in the person specification, with reference to specific examples.

Completed applications must be submitted by 5pm on Tuesday 1st September 2026. Late applications will not be accepted.

Applications should be sent by email to the RDCA recruitment email, **rdcajobs@gmail.com**

Acknowledgement will be sent by return. If you do not receive acknowledgement within two working days, please make contact to confirm receipt.

Equal Opportunities

The RDCA is committed to equal opportunities in recruitment and selection processes. We do not permit unlawful discrimination on grounds including gender, sexual orientation, marital status, religious belief or political opinion, race, or disability. We welcome applications from all sections of the community.

Right to work

All successful candidates must demonstrate their right to work in the United Kingdom at the point of application and for the duration of the contract.

Shortlisting

Shortlisting will be carried out using the essential criteria from the personnel specification. The recruitment panel reserves the right to supplement these criteria using desirable criteria during any stage of the selection process.

Interviews

Interviews will be held during the week beginning 21st September 2026. Candidates will be notified of their allocated interview time when shortlisting outcomes are communicated. The interview will comprise structured questions from the panel. Candidates may also be asked to prepare a short presentation in advance. Details will be provided to shortlisted candidates in the invitation to interview.

Timeline

Application closing date Tuesday 1st September 2026

Candidates notified w/c 7th September 2026

Interviews w/c 21st September 2026

Preferred start date 1st October 2026

Further information

Queries about the role or the application process should be directed to the rdcajobs@gmail.com.

Current funders:

