



Lancaster District Food Justice Partnership

Development Worker

Person Specification

Application Process: Before submitting an application, you are strongly advised to read these guidelines and following background information

Members of the Lancaster District Food Justice Partnership Core Group and Citizens Advice North Lancashire will shortlist applications, considering only information that is relevant:

- Experience and skills in relation to the vacancy
- Employment history

We believe this approach ensures best practice with your application being considered on merit only. Therefore, in order to ensure consistency throughout the recruitment and selection process, we do not accept CVs as part of applications for vacancies.

Please do not submit your CV in lieu of an application form or factual information or as part of your supporting statement because it will not be accepted.

If you have any queries relating to this vacancy, please email Citizens Advice North Lancashire's HR department on kellyp@northlancashirecab.org.uk

LDFJP and Citizens Advice North Lancashire are committed to equal opportunities in employment. Information you supply to us will be treated as confidential and will not be retained for any longer than is necessary. All information is held securely and is confidentially shredded as appropriate.

The successful applicant will be offered the position subject to satisfactory employment references.

Interviews

If you are successful in being selected for an interview, we will email you to confirm the date, time and location of your interview. It is with regret that we cannot interview everyone who applies.

Candidates invited for an interview may be requested to deliver a presentation (maximum 10 minutes) on a subject provided prior to the date.

Returning your application

Applications should be returned by 5pm on Monday 8th December 2025 to kellyp@northlancashirecab.org.uk

Please note that applications received after the given deadline will not be considered.

Lancaster District Food Justice Partnership - Background Information

History

The Lancaster District Food Justice Partnership brings together organisations and individuals to work towards the common aim of ensuring all residents have access to affordable, nourishing food. Established in 2018 as the Lancaster District Food Poverty Alliance, the LDFJP network continues to grow and encompasses representatives from key public sector authorities, third sector organisations, education settings and faith groups. Lancaster District Food Justice Partnership, a working group of the wider FoodFutures Network and Partnership, published a local action plan in February 2021. This is now out of date and has been adapted to meet changes in need over time.

Aim

To ensure all residents have access to affordable and nourishing food.

Actions

1. Raise the profile of food poverty as an issue
2. Design a food support pathway and create an information hub for food support services
3. Maximise food available to low-income individuals and families
4. Tackle child hunger
5. Increase opportunities for community food provision
6. Provision for vulnerable and/or isolated groups
7. Maximise education opportunities
8. Monitoring and evaluation

Person Specification

Attributes	Essential	Desirable
Skills and Experience		
Experience of successful engagement with community groups to develop, implement, monitor and review co-designed projects or services which respond to the needs of the local community	✓	
Experience of successfully using proven community engagement techniques		✓
Ability to engage with a broad range of stakeholders/audiences utilising a high level of written and verbal communication skills	✓	
IT skills and a good working knowledge of Microsoft Office, particularly, Outlook, Teams, Word and Excel	✓	
Ability to embed monitoring and evaluation methods and to produce evaluation reports	✓	
Self-motivated and able to use own initiative with good time management skills and ability to manage multiple work strands simultaneously. Experience of successful projects	✓	
The ability to manage complex relationships between several partner agencies	✓	

Full driving licence	✓	
Professional qualification in a related field e.g. community development or youth work and experience of using Asset Based Community development		✓
Writing funding bids	✓	
Knowledge		
Demonstrable understanding of the underlying issues that lead to poverty and inequalities in health	✓	
Good working knowledge of volunteering, co-production and working in partnership with service users		✓
Knowledge of activities and services to support low-income households		✓
Personal Qualities and Expected Behaviours		
A strong commitment to reducing food insecurity for the most vulnerable in society	✓	
To be an advocate for reducing existing stigma related to poverty/food insecurity	✓	
Be committed to personal professional development	✓	
Have a flexible approach to work, receptive and adaptive to new ideas	✓	
Enhanced DBS (though we can help facilitate this)	✓	

Equal Opportunities Policy Statement

LDFJP and Citizens Advice North Lancashire are equal opportunities employers and have equal opportunities policies with which you are expected to comply at all times. Both organisations do not discriminate on the basis of race, colour or nationality, ethnic or national origins, sex, gender, sexual orientation, marital or civil partner status, disability, religion or belief, age, or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales.