

ROLE ADVERT

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| ROLE TITLE: | Community Well-Being Development Lead |
| POST ID: | SAS405 |
| GRADE: | Band H – SCP 33 – SCP 37 (pro rata) |
| HOURS: | 26 Per Week (0.7 fte) |
| LOCATION: | This post covers the areas of Severnside and Lower Wye with an initial main base at Chepstow Library which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens. |

WELSH LANGUAGE ASSESSMENT:

Welsh language skills are desirable

PURPOSE OF POST:

We have an exciting opportunity for you to consider.

We are looking for an inquisitive and intuitive individual who combines a passion for their local community with a commitment to developing opportunities for all. Someone who has excellent communication and networking skills and is able to develop and nurture relationships at an individual, family, community and organisational level.

The role of Community Wellbeing Development Lead (South Monmouthshire) is a key element of our evolving place based approach - a new and creative way of working, which supports the wellbeing of people using all the resources available within a particular location.

If you think you are able to help us deliver this, then please take some time to look at the attached role profile.

**Should you require any further information regarding this post, please contact:
Nicki Needle - Changing Practice, Changing Lives Lead Tel: 07825431387**

Closing Date: 12 noon on Friday 11th November 2016

Please Note that we are not able to accept CV's

**Application forms can be completed online or down loaded via:
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs**

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

Completed paper application forms should be returned to the following address:-
People Services, Monmouthshire County Council, PO BOX
106, CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community.

All posts are open to job-share unless stated otherwise.

Monmouthshire County Council operates a Smoke Free Workplace policy.

ROLE PROFILE

ROLE TITLE: Community Well-Being Development Lead
This post is not fixed term but is funded via Intermediate Care Funding. As such it is subject to ongoing payment of the ICF grant and achievement of programme outcomes)

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RESPONSIBLE TO: Changing Practice Changing Lives Lead

WELSH LANGUAGE ASSESSMENT:

Welsh language skills are desirable

Who are we?

Within Social Care and Health we are undertaking a programme of transformation in order to ensure:

- We support individuals and families to live their own lives within their local community
- We focus on assets and strengths, not just needs and deficits.
- Our conversations are based on “what matters” and how we can support people to achieve this.
- We are easy to access with the right people being available at the right time in the right place.
- We recognise that currently people are accessing statutory services due to a lack of community connectivity and resilience. People should be supported to identify solutions earlier so they can continue to live fulfilled lives within their community networks.

To achieve this we are focusing on a number of elements including:

- What needs to be in place in communities to support people to find their own solutions and connections.
- How we build more resilient communities.
- How we develop new models of employment, training and support which enable people to take a full part in and contribute to their community.

Our Purpose:-

Our purpose is to help people live their own lives ...

We recognise the importance of friendship and companionship. We understand that natural relationships and connections provide a structure of support for people to live enjoyable and fulfilled lives.

We know that good health and wellbeing is essential for people to live a life with purpose and meaning.

We are supporting people to stay well through contribution to their local community, and taking part in activities they enjoy.

We are learning about place based approaches to wellbeing and through building strong partnerships with communities, agencies and services we are strengthening our capacity to welcome, include and support people.

The Purpose of this Role:-

We know that services aren't always the answer and that often better and more sustainable solutions lie with the person themselves or by connecting them to others in their local community.

We understand often "what matters" to people is the opportunity to participate and to contribute.

We need you to take the lead in creating the conditions that allow this to happen. This role will focus on maximising the benefits from the resources already available. This is not just about money or buildings; but more about the social capital of the people who live and work here.

Expectation and Outcomes of this Role:-

I am looking for an inquisitive and intuitive person who combines a passion for their local community with a commitment to developing opportunities for all.

Someone who has excellent communication and negotiation skills to develop and nurture relationships at an individual, family and community level.

- I need you to find out what is going on in the Severnside and Lower Wye area. I want you to get to know the local communities and become known within them.
- To understand the richness and diversity of the locality.
- To identify the opportunities for people to come together that already exist and where opportunities don't exist, to work with colleagues, partners and the local community to co-produce solutions.
- I need you to build strong partnerships with communities, agencies and services to develop and increase their capacity to include and meet the needs of individuals their families and carers.

- I need you to be creative and innovative in developing solutions that support individuals and communities to connect.
- I need you to become the “wellbeing glue” that binds together existing and developing support so that it becomes increasingly networked and easy to navigate.

Your responsibilities are to:-

Operationally:

- To be a part of the south Monmouthshire place based teams, supporting the development of Severnside and Lower Wye to become areas of wellbeing for people in the local communities with a focus on future-proofing resources and providing an ‘alternative offer’ to traditional care and support.
- As part of the wider place based approach across Severnside and Lower Wye, to manage capacity and infrastructure in such a way that resources are optimised.
- To develop new and support existing community, groups and activities across Severnside and Lower Wye.
- To support the constitution of various groups to enable self-sufficiency and resilience. This will include making applications for external funding to support ventures, community facing developments and initiatives.
- To ensure the development of community spaces take into account the needs of all.
- Alongside other place based colleagues, to work evenings and weekends in support of community events and activities.

Developing and Maintaining Partnerships:

- In partnership with the Bridges Community Connections and Volunteering for Wellbeing projects, to support the development of volunteering opportunities across Severnside and Lower Wye with a focus on befriending, the development of social capital and social co-operatives.
- To work closely with Severnside and Lower Wye community hubs, leisure centres, schools and community centre’s to co-develop an integrated provision that serves the whole of the locality.
- To build stronger more robust links with social care and health, corporate, public sector, third sector and community partners to actively support developments that promote the development of place based wellbeing.
- To work alongside other community well-being development leads, whole place officers and colleagues to ensure a ‘whole’ county approach that promotes best practice and consistency.
- To support partnership working across all community based wellbeing activity in the south of the county; rolling out the learning and advising on future development.
- To always work towards developing community ownership of resources across the locality.

Communication:

- To communicate with local communities so people are clear as to the role, purpose and function of wellbeing, care and support services in that area.
- To help people make sense of and navigate national, regional and local information in order to make wellbeing choices.
- To support the development of a range of internal and external communications for a variety of audiences.
- To develop the promotion, marketing and publicity of community assets; working with MCC, local partners and press.

Creating:

- To co-ordinate the mapping of community wellbeing resources across Severnside and Lower Wye and to make this accessible to members of the local community.
- To develop the community wellbeing assets of Severnside and Lower Wye including the outside spaces, leisure and recreational activities and support groups and services.

Doing it Better: Performance and Evaluation

- The post is supported via Intermediate Care Funding (ICF) as such there is a requirement to contribute to regular monitoring and review of developments in the Severnside and Lower Wye areas.
- To contribute to annual reports highlighting successes, challenges, and continual developments including interviews with community members, volunteers, beneficiaries and colleagues.
- To produce periodic reports on community consultation, resource effectiveness and effectiveness of place based wellbeing approaches.

Here's what we can provide you with:-

- A cultural environment supportive of prevention and early intervention approaches
- Regular supervision and contact with supportive colleagues
- Opportunity to take part in the development of place based wellbeing teams
- The chance to influence change at a local, regional and All-Wales level

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Key to Measurement: AF = Application Form SP = Selection Process

| Requirements | | | Essential Desirable | How Measured |
|--------------------------------------|-----|---|------------------------|-----------------|
| Qualifications/ Knowledge | 1.1 | Relevant qualification or experience in community development, housing, health or social care | High | AF |
| | 1.2 | Knowledge of the local and national policy context across services for people in need of care and support | Medium | AF |
| | 1.3 | Knowledge of community development approaches | High | AF SP |
| | 1.4 | Knowledge of wellbeing, care and support approaches | Medium | AF |
| Skills/Abilities | 2.1 | Demonstrated ability to map, access and develop community resources | High | AF SP |
| | 2.2 | Ability to seek out and work with a wide variety of people in order to understand the impact of environments and cultures on wellbeing | High | AF SP |
| | 2.3 | Ability to work with diverse communities e.g. rural and urban and to understand the impact of these on an individual's ability to stay strong safe and connected | High | AF SP |
| | 2.4 | Skills and confidence to market and promote early intervention and preventative approaches | High | AF |
| | 2.5 | To be a true networker with the ability to draw on the skills, knowledge and experiences of others in order to build community capacity and develop social capital | High | AF SP |
| | 2.6 | To have negotiation and influencing skills | High | AF |
| | 2.7 | Excellent verbal and written communication skills including report writing and recording | High | AF |
| | 2.8 | Excellent I.T skills and the ability to utilise social media platforms as a method of communication | Medium | AF |
| Experience | 3.1 | Experience of the provision of information, advice and assistance to members of the community | Medium | AF |
| | 3.2 | Experience in establishing and developing innovative programmes or approaches at individual and or community levels | High | AF SP |
| | 3.3 | Experience of building and maintaining relationships with key partners e.g. health and social care, public, private and third sector in order to help people live their own lives | High | AF SP |

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| Other Requirements | 4.1 | To be approachable open minded and interested in people of all ages and from all walks of life/cultures and abilities | High | AF SP |
| | 4.2 | Initiative, motivation and determination to make things happen | High | AF SP |
| | 4.3 | Ability to set personal work targets and work on own initiative to meet them | High | AF |
| | 4.4 | Ability to self-reflect and embrace learning from all situations when testing new ways of working | High | AF SP |
| | 4.5 | Demonstrated ability to manage, maintain and deal with confidential and personal information | High | AF |
| | 4.6 | Demonstrated ability to maintain professional boundaries when working with individuals and members of the community | High | AF |
| | 4.7 | Ability to travel throughout the locality | High | AF |
| | 4.8 | Demonstrated clear understanding of equal opportunities principles and practice and an active commitment to implement in a community context | High | AF |
| | 4.9 | Proven commitment to enhancing the lives of all people and to fairness and equity in our communities | High | AF |
| In addition: At the discretion of the manager, such activities that may be required from time to time consistent with the job role | | | | |

HYSBYSEB SWYDD

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|---------------------|--|
| TEITL SWYDD: | Arweinydd Datblygu Llesiant Cymunedol |
| CYFEIRNOD: | SAS405 |
| GRADD: | Band H – SCP 33 – SCP 37 (pro rata) |
| ORIAU: | 26 yr wythnos (0.7 cyfwerth amser-llawn) |
| LLEOLIAD: | Mae'r swydd hon yn cynnwys ardaloedd Glannau Hafren a Gwy Isaf gyda'r prif weithle dechreuol yn llyfrgell Cas-gwent a all newid yn y dyfodol os oes angen i leoliad y gwasanaeth symud. Ni chaiff costau adleoli neu ymyriad eu talu os yw hyn yn digwydd. |

ASESIAD SGILIAU YN Y GYMRAEG

Byddai sgiliau yn y Gymraeg yn ddymunol.

DIBEN Y SWYDD:

Mae gennym gyfle cyffrous i chi ei ystyried.

Rydym yn edrych am unigolyn chwilfrydig a greddfol sy'n cyfuno angerdd at eu cymuned leol gydag ymrwymiad i ddatblygu cyfleoedd i bawb. Rhywun sydd â sgiliau cyfathrebu a rhwydweithio ardderchog ac a all ddatblygu a meithrin cysylltiadau ar lefel unigol, teuluol, cymunedol a sefydliadol.

Mae swydd Arweinydd Datblygu Llesiant Cymunedol (De Sir Fynwy) yn elfen allweddol yn ein dull gweithredu seiliedig ar le sy'n esblygu - ffordd newydd a chreadigol o weithio sy'n cefnogi llesiant pobl sy'n defnyddio'r holl adnoddau sydd ar gael o fewn lleoliad neilltuol.

Os credwch y gallwch ein helpu i gyflwyno hyn, darllenwch y proffil rôl amgaaedig os gwelwch yn dda.

**Os ydych angen mwy o wybodaeth am y swydd hon, cysylltwch â:
Nicki Needle - Arweinydd Newid Ymarfer, Newid Bywyd Ffôn: 07825431387**

Dyddiad Cau: 12 hanner dydd ar ddydd Gwener 11 Tachwedd

**Gellir llenwi ffurflenni cais ar-lein neu eu lawrlwytho drwy
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs**

Gellir cyflwyno ceisiadau yn Gymraeg ac ni chaiff cais a gyflwynir yn Gymraeg ei drin yn llai ffafriol na chais a gyflwynir yn Saesneg.

Dylid dychwelyd ffurflenni cais papur i'r cyfeiriad dilynol:

Gwasanaethau Pobl, Cyngor Sir Powys, Blwch SP 106, Cil-y-coed, Sir Fynwy.
NP26 9AN

Caiff penodiad i'r swydd hon ei eithrio o Ddeddf Adsefydlu Troseddwyr a chynhelir Gwiriad Datgeliad Estynedig arni.

Mae Cyngor Sir Fynwy yn gyflogwr cyfle cyfartal ac yn croesawu ceisiadau gan bob adran o'r gymuned.

Mae'r holl swyddi yn agored i'w swydd-rannu os na nodir fel arall.

Mae Cyngor Sir Fynwy yn gweithredu polisi Gweithle Di-fwg.

PROFFIL SWYDD

- TEITL SWYDD:** Arweinydd Datblygu Llesiant Cymunedol
(Nid yw'r swydd yn un cyfnod sefydlog ond caiff ei hariannu drwy Gyllid Grant Canolraddol. O'r herwydd, mae'n amodol ar barhad grant y Cyllid Grant Canolraddol a chyflawni deilliannau'r rhaglen).
- CYFEIRNOD:** SAS405
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- CYFRIFOL I:** Arweinydd Newid Ymarfer Newid Bywydau

ASESIAD SGILIAU YN Y GYMRAEG

Byddai sgiliau yn y Gymraeg yn ddymunol.

Pwy ydym ni?

Rydym yn cynnal rhaglen drawsnewid o fewn Gofal Cymdeithasol ac lechyd er mwyn sicrhau:

- Ein bod yn cefnogi unigolion a theuluoedd i fyw eu bywydau eu hun o fewn eu cymuned leol
- Ein bod yn canolbwyntio ar asedau a chryfderau, nid dim ond anghenion a diffygion
- Bod ein sgysiau wedi'i seilio ar yr "hyn sy'n bwysig" a'r hyn y gallwn gefnogi pobl i gyflawni hyn
- Rydym yn rhwydd ein cyrraedd gyda'r bobl gywir ar gael ar yr amser cywir yn y lle cywir
- Y sylweddolwn fod pobl ar hyn o bryd yn defnyddio gwasanaethau statudol oherwydd diffyg cysylltedd a gwytnwch yn y gymuned. Dylai pobl gael eu cefnogi i ddynodi datrysiadau yn gynharach fel y gallant barhau i fyw bywydau bodlon o fewn eu rhwydweithiau cymunedol.

I gyflawni hyn rydym yn canolbwyntio ar nifer o elfennau'n cynnwys:

- Yr hyn ddylai fod yn ei le mewn cymunedau i gefnogi pobl i ganfod eu datrysiadau a'u cysylltiadau eu hunain
- Sut yr adeiladwn gymunedau mwy gwydn
- Sut y datblygwn fodelau cyflogaeth, hyfforddiant a chefnogaeth newydd sy'n galluogi pobl i gymryd rhan lawn a chyfrannu at eu cymuned.

Ein Diben:

Ein diben yw helpu pobl i fyw eu bywydau eu hunain.

Sylweddolwn bwysigrwydd cyfeillgarwch a chwmnïaeth. Deallwn fod perthnasoedd a chysylltiadau naturiol yn rhoi strwythur o gefnogaeth i bobl fyw bywydau dymunol a bodlon.

Gwyddom fod ieched a llesiant da yn hanfodol i bobl fyw bywyd gyda diben ac ystyr.

Rydym yn cefnogi pobl i aros yn iach drwy gyfrannu at eu cymuned leol a chymryd rhan mewn gweithgareddau y maent yn eu mwynhau.

Rydym yn dysgu am ddulliau gweithredu seiliedig ar le at lesiant a thrwy adeiladu partneriaethau cryf gyda chymunedau, asiantaethau a gwasanaethau rydym yn cryfhau ein gallu i groesawu, cynnwys a chefnogi pobl.

Diben y Swydd:

Gwyddom nad gwasanaethau yw'r ateb bob amser ac yn aml fod datrysiadau gwell a mwy cynaliadwy i'w cael gyda'r person ei hunan neu drwy eu cysylltu gydag eraill yn eu cymuned leol.

Deallwn mai'r "hyn sy'n bwysig" i bobl yw'r cyfle i gymryd rhan a chyfrannu.

Rydym angen i chi arwain wrth greu'r amodau sy'n caniatáu i hyn ddigwydd. Bydd y swydd yn canolbwyntio ar gynyddu'r buddion i'r eithaf o'r adnoddau sydd eisoes ar gael. Nid dim ond am waith neu adeiladau mae hyn, ond yn fwy am gyfalaf cymdeithasol y bobl sy'n byw ac sy'n gweithio yma.

Disgwyliad a Deilliannau'r Swydd yma:

Rydym yn edrych am unigolyn chwilfrydig a greddfodol sy'n cyfuno angerdd at eu cymuned leol gydag ymrwymiad i ddatblygu cyfleoedd i bawb.

Rhywun sydd â sgiliau cyfathrebu a rhwydweithio ardderchog ac a all ddatblygu a meithrin cysylltiadau ar lefel unigol, teuluol a chymunedol.

- Rydym angen i chi ganfod beth sy'n digwydd yn ardal Glannau Hafren a Gwy Isaf. Rydym eisiau i chi ddod i adnabod y cymunedau lleol a bod y cymunedau yn eich hadnabod chi.
- Deall cyfoeth ac amrywiaeth yr ardal.
- Dynodi'r cyfleoedd sydd eisoes yn bodoli i bobl ddod ynghyd a lle nad oes cyfleoedd yn bodoli, gweithio gyda chydweithwyr, partneriaid a'r gymuned leol i gynhyrchu datrysiadau ar y cyd.
- Mae angen i chi adeiladu partneriaethau cryf o fewn cymunedau, asiantaethau a gwasanaethau i ddatblygu a chynyddu eu gallu i gynnwys a diwallu anghenion eu teuluoedd a gofalwyr.
- Mae angen i chi fod yn greadigol a blaengar wrth ddatblygu datrysiadau sy'n cefnogi unigolion a chymunedau i gysylltu.

- Mae angen i chi ddod y "glud llesiant" sy'n clymu'r gefnogaeth bresennol ac sy'n datblygu er mwyn cynyddu rhwydweithiau a dod yn rhwydd canfod ffordd o amgylch.

Eich cyfrifoldebau

Yn weithredol:

- Bod yn rhan o dimau seiliedig ar le yn ne Sir Fynwy, yn cefnogi datblygu Glannau Hafren a Gwy Isaf i ddod yn ardaloedd llesiant i bobl yn y cymunedau lleol gyda ffocws ar sicrhau adnoddau'r dyfodol a darparu 'cynnig amgen' i ofal a chefnogaeth traddodiadol.
- Bod yn rhan o ddull gweithredu ehangach seiliedig ar le ar draws Glannau Hafren a Gwy Isaf i drin capasiti a seilwaith mewn ffordd sy'n gwneud y defnydd gorau o adnoddau.
- Datblygu cymunedau, grwpiau a gweithgareddau newydd a chefnogi rhai presennol ar draws Glannau Hafren a Gwy Isaf.
- Cefnogi cyfansoddiad gwahanol grwpiau i alluogi hunanddigonolrwydd a gwytnwch. Bydd hyn yn cynnwys gwneud ceisiadau am gyllid allanol i gefnogi mentrau, datblygiadau sy'n wynebu'r gymuned a chynlluniau.
- Sicrhau datblygiad gofodau cymunedol gan roi ystyriaeth i anghenion pawb.
- Wrth ochr cydweithwyr eraill seiliedig ar le, gweithio gyda'r nos ac ar benwythnosau i gefnogi digwyddiadau a gweithgareddau cymunedol.

Datblygu a Chynnal Partneriaethau:

- Mewn partneriaeth gyda phrosiectau Cysylltiadau Cymunedol a Gwirfoddoli ar gyfer Llesiant Pontydd, cefnogi datblygiad cyfleoedd gwirfoddoli ar draws Glannau Hafren a Gwy Isaf gyda ffocws ar gyfeillachu, datblygu cyfalaf cymdeithasol a mentrau cydweithredol.
- Gweithio'n agos gyda hybiau cymunedol Glannau Hafren a Gwy Isaf, canolfannau hamdden, ysgolion a chymunedau cymunedol i gyd-ddatblygu darpariaeth integredig sy'n gwasanaethu'r holl ardal.
- Adeiladu cysylltiadau cryfach gyda phartneriaid gofal cymdeithasol ac iechyd, corfforaethol, sector cyhoeddus, trydydd sector a chymunedol i gefnogi datblygiadau sy'n hyrwyddo datblygu llesiant seiliedig ar le.
- Gweithio gydag arweinwyr datblygiad llesiant cymunedol, swyddogion lle cyfan a chydweithwyr i sicrhau dull gweithredu 'sir gyfan' sy'n hyrwyddo arfer gorau a chysondeb.
- Cefnogi gweithio partneriaeth ar draws pob gweithgaredd llesiant seiliedig ar y gymuned yn ne'r sir, gan ymestyn y dysgu a chynghori ar ddatblygiad y dyfodol.
- Gweithio bob amser tuag at ddatblygu perchnogaeth gymunedol o adnoddau ar draws yr ardal.

Cyfathrebu

- Cyfathrebu gyda chymunedau lleol fel bod pobl yn glir am rôl, diben a swyddogaeth gwasanaethau llesiant, gofal a chefnogaeth yn yr ardal.
- Helpu pobl i wneud synnwyr a chanfod eu ffordd o amgylch gwybodaeth genedlaethol, ranbarthol a lleol er mwyn gwneud dewisiadau am lesiant.

- Cefnogi datblygiad amrywiaeth o gyfathrebiadau mewnol ac allanol ar gyfer amrywiaeth o gynulleidfaoedd.
- Datblygu hyrwyddiad, marchnata a chyhoeddusrwydd asedau cymunedol; gan weithio gyda Chyngor Sir Fynwy, partneriaid lleol a'r wasg.

Creu:

- Cydlynu mapio adnoddau llesiant cymunedol ar draws Glannau Hafren a Gwy Isaf a gwneud hyn yn hygyrch i aelodau'r gymuned leol.
- Datblygu asedau llesiant cymunedol Glannau Hafren a Gwy Isaf yn cynnwys gweithgareddau awyr agored a hamdden, grwpiau cefnogi a gwasanaethau.

Ei Wneud yn Well: Perfformiad a Gwerthuso

- Cefnogir y swydd drwy Gyllid Gofal Canolraddol ac felly mae gofyniad i gyfrannu at fonitro rheolaidd ac adolygu datblygiadau yn ardaloedd Glannau Hafren a Gwy Isaf.
- Cyfrannu at adroddiadau blynyddol yn rhoi sylw i lwyddiannau, heriau a datblygiadau parhaus yn cynnwys cyfweiliadau gydag aelodau'r gymuned, gwirfoddolwyr, buddiolwyr a chydweithwyr.
- Cynhyrchu adroddiadau cyfnodol ar ymgynghori â'r gymuned, effeithiolrwydd adnoddau ac effeithlonrwydd dulliau gweithredu llesiant seiliedig ar le.

Dyma'r hyn y gallwch ei roi i chi:

- Amgylchedd diwylliannol sy'n cefnogi dulliau gweithredu atal ac ymyriad cynnar.
- Goruchwyliaeth reolaidd a chyswllt gyda chydweithwyr cefnogol.
- Cyfle i gymryd rhan wrth ddatblygu timau llesiant seiliedig ar le.
- Cyfle i ddylanwadu ar newid ar lefel leol, ranbarthol a Chymru-gyfan.

Beth arall sydd angen i chi wybod ... Gwerthoedd Sir Fynwy yw ...

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| Bod yn agored: | Anelwn fod yn agored ac onest i ddatblygu perthynas o ymddiriedaeth. |
| Bod yn deg: | Anelwn ddarparu dewis, cyfleoedd a phrofiadau a teg a dod yn sefydliad sydd wedi adeiladu ar barch pobl at ei gilydd. |
| Bod yn hyblyg: | Anelwn fod yn hyblyg yn ein syniadau a'n gweithredoedd i ddod yn sefydliad effeithlon ac effeithiol. |
| Gwaith tîm: | Anelwn gydweithio i rannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau. |

A bydd y rôl yma'n gweithio gyda Sir Fynwy i gyflawni hyn.

Yn ychwanegol:

Mae pawb a gyflogir yn gyfrifol am sicrhau eu bod yn gweithredu bob amser mewn ffordd sy'n cydymffurfio gyda pholisi Cyfle Cyfartal Sir Fynwy yn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Mae'r awdurdod yn gweithredu polisi gweithle di-fwg ac mae'n ofynnol i'r holl gyflogeion gydymffurfio â hynny.

Manyleb Person

Sut fyddwn ni'n gwybod os mai chi yw'r person cywir ar gyfer y swydd? Fel yr ymgeisydd llwyddiannus byddwch wedi dangos:-

Allwedd Mesur:

AF = Ffurflen Gais SP = Proses Ddethol

| Gofynion | | | Hanfodol Dymunol | Sut Mesurir y |
|------------------------------------|-----|--|------------------|---------------|
| Cymwysterau/ Gwybodaeth | 1.1 | Cymhwyster neu brofiad perthnasol mewn datblygu cymunedol, tai, iechyd neu ofal cymdeithasol | Uchel | AF |
| | 1.2 | Gwybodaeth o'r cyd-destun polisi lleol a chenedlaethol ar draws gwasanaethau ar gyfer pobl sydd angen gofal a chefnogaeth | Canol | AF |
| | 1.3 | Gwybodaeth o ddulliau datblygu cymunedol | Uchel | AF SP |
| | 1.4 | Gwybodaeth o ddulliau llesiant, gofal a chefnogaeth | Canol | AF |
| Sgiliau/Gallu | 2.1 | Dangos gallu i fapio, cael mynediad a datblygu adnoddau cymunedol | Uchel | AF SP |
| | 2.2 | Gallu i chwilio am a gweithio gydag amrywiaeth eang o bobl er mwyn deall effaith amgylcheddau a diwylliannau ar lesiant | Uchel | AF SP |
| | 2.3 | Gallu i weithio gyda chymunedau amrywiol e.e. gwledig a threfol a deall effaith hyn ar allu unigolyn i aros yn gryf, diogel ac wedi cysylltu | Uchel | AF SP |
| | 2.4 | Sgiliau a hyder i farchnata a hyrwyddo ymyriad cynnar a dulliau gweithredu ataliol | Uchel | AF |
| | 2.5 | Bod yn rwydweithiwr gwirioneddol gyda'r gallu i ddefnyddio sgiliau, gwybodaeth a phrofiadau pobl eraill er mwyn meithrin gallu'r gymuned a datblygu cyfalaf cymdeithasol | Uchel | AF SP |
| | 2.6 | Bod â sgiliau negodi a dylanwadu | Uchel | AF |
| | 2.7 | Sgiliau cyfathrebu llafar ac ysgrifenedig ardderchnog yn cynnwys ysgrifennu adroddiadau a chofnodi | Uchel | AF |
| | 2.8 | Sgiliau ardderchog mewn Technoleg Gwybodaeth a'r gallu i ddefnyddio llwyfannau cyfryngau cymdeithasol fel dull o gyfathrebu | Canol | AF |
| Profiad | 3.1 | Profiad o ddarparu gwybodaeth, cyngor a chymorth i aelodau'r gymuned | Canol | AF |
| | 3.2 | Profiad o sefydlu a datblygu rhaglenni neu ddulliau blaengar ar lefel unigol a chymunedol | Uchel | AF SP |
| | 3.3 | Profiad o adeiladu a chynnal perthynas gyda phartneriaid allweddol e.e. iechyd a gofal cymdeithasol, y sector cyhoeddus, y sector preifat a'r trydydd sector er mwyn helpu pobl i fyw eu bywydau eu hunain | Uchel | AF SP |

| | | | | |
|------------------------|-----|--|-------|-------|
| Gofynion Eraill | 4.1 | Bod yn rhwydd i bobl fynd atoch, gyda meddwl agored a diddordeb mewn pobl o bob oed ac o bob cefndir/diwylliant a gallu | Uchel | AF SP |
| | 4.2 | Cymhelliant, ysgogaeth a phenderfyniad i wneud i bethau ddigwydd | Uchel | AF SP |
| | 4.3 | Gallu i osod eich targedau gwaith personol a gweithio ar eich cymhelliant eich hun i'w cyflawni | Uchel | AF |
| | 4.4 | Gallu i hunan-fyfyrio a choleddu dysgu o bob sefyllfa wrth brofi ffyrdd newydd o weithio | Uchel | AF SP |
| | 4.5 | Dangos gallu i drin, cynnal a delio gyda gwybodaeth gyfrinachol a phersonol | Uchel | AF |
| | 4.6 | Dangos gallu i gadw ffiniau proffesiynol wrth weithio gydag unigolion ac aelodau o'r gymuned | Uchel | AF |
| | 4.7 | Gallu i deithio ledled yr ardal | Uchel | AF |
| | 4.8 | Dangos dealltwriaeth glir o egwyddorion ac arfer cyfle cyfartal ac ymrwymiad i weithredu hynny mewn cyd-destun cymunedol | Uchel | AF |
| | 4.9 | Ymrwymiad a brofir i wella bywyd pob person a thegwch a chydraddoldeb yn ein cymunedau | Uchel | AF |

Yn ychwanegol:

Ar ddisgresiwn y rheolwr, gweithgareddau eraill y gall fod eu hangen o bryd i'w gilydd yn gydnaws gyda rôl y swydd.

