Empowerment Officer

LUTON ROMA TRUST

Luton Roma Trust is a registered charity that supports the Roma community in Luton and surrounding areas to live healthier, more confident, and more empowered lives, while strengthening pride in their Roma identity and culture.

Job Title:	Empowerment Officer
Reports To:	Charity Manager
Location:	Luton
Working Arrangements:	On Site
Salary:	£15/hour
Hours:	37.5 (full time)
Term:	Fixed term, three years
Proposed start date:	October 2026

JOB SUMMARY

- The Empowerment Officer will play a key role in working alongside members of the Roma community in Luton and surrounding areas to strengthen wellbeing, increase independence, extend participation, and expand access to opportunities. He/She will support individuals and families to build confidence and self-esteem, recognise and develop their strengths, and take greater control over the decisions that affect their lives. Through a community-led and rights-based approach, the Empowerment Officer will empower Roma community members to advocate for their rights, participate confidently in public life and decision-making, and contribute to creating lasting, positive change for themselves, their families, and the wider community.

- The successful candidate will have a track record of delivering community outreach, advocacy or empowerment programmes, excellent communication and interpersonal skills, and a strong commitment to equality, inclusion, and cultural awareness. They will maintain high standards of professionalism, safeguarding, confidentiality, and data protection while keeping accurate records and ensuring services are delivered with dignity, respect, and accountability.

PERSON SPECIFICATION

Essential Requirements:

- Experience working alongside Roma, Gypsy, Traveller, or other marginalised communities using a strengths-based, culturally responsive, and empowering approach
- A strong understanding of the opportunities, aspirations, and challenges experienced by Roma communities, including social exclusion, health inequalities, barriers to education and employment, housing inequalities, discrimination, and hate crime
- A track record of delivering community outreach, engagement, advocacy, empowerment, or capacity-building programmes that promote participation and positive change
- A sound understanding of safeguarding responsibilities for children, young people, and adults at risk
- Excellent communication and relationship-building skills, with the ability to engage people with empathy, respect, and cultural sensitivity
- Strong advocacy, facilitation, and problem-solving skills, with the ability to support people to identify solutions and make informed decisions
- Strong organisational and time management skills, with the ability to manage competing priorities effectively
- The ability to work independently while contributing positively to a collaborative and supportive team
- Good digital literacy, including Microsoft Office, and the ability to maintain accurate records, monitor outcomes, and produce clear reports
- Fluent spoken and written English
- The ability to communicate in Romanian, Romani, or both
- The ability to travel across Luton to engage with families, schools, community venues, and partner organisations
- The right to work in the UK
- A commitment to the mission, values, and Christian ethos of Luton Roma Trust, and to promoting equality, inclusion, dignity, and community empowerment

Desirable Requirements:

- Lived experience of the Roma community, or significant experience working in partnership with Roma communities, would be an advantage
- Relevant qualification in Community Development, Social Work, Youth Work, Health & Social Care, Education, or a related field

- Experience delivering workshops, training, or group sessions
- Experience recruiting, supporting, or coordinating volunteers
- Experience supervising, mentoring, or line managing staff and/or volunteers
- Experience working with statutory agencies such as local authorities, schools, NHS services, or housing providers
- Knowledge of funding requirements, monitoring, and evaluation

APPLICATION PROCESS

- To apply, please send your **CV** and a **Letter of Motivation** by email with the subject **Empowerment Officer** to crina@lutonromatrust.org.uk as soon as possible. We reserve the right to close this advertisement if the right candidate is found.
- The successful applicant will start work as soon as possible. Any offer of employment is dependent upon receipt of 2 satisfactory references (one from your most recent employer) and any other statutory checks including DBS.
- To find out more about Luton Roma Trust please have a look at our website www.lutonromatrust.org.uk where you will find information about our work including our projects etc or our Facebook page at www.facebook.com/LutonRomaTrust.