



Cassiltoun Housing Association Community Connector Fixed Term until 31 March 2027 Candidate Information Pack





Thank you for your interest in our vacant position of Community Connector.

This file contains all of the information you will need to apply for the post:-

- General information regarding the Association
- The Job Description and Person Specification
- A brief summary of the Terms and Conditions of the post
- The Association's staff structure can be viewed on our [website](#).
- The Association's Privacy Notice can be viewed on our [website](#).

If you wish to join our ambitious team, please complete our application form and submit it along with your CV and covering letter to recruitment@cassiltoun.org.uk. For further details on the post please visit our website at <https://www.cassiltoun.org.uk/vacancies/>.

Please note the closing date for applications is **20 November at 12 noon**. We will not accept any applications received beyond this time.

Closing Date: 20 November 2025 at 12 noon

Shortlisting Date: 21 November 2025

Interview Date: 1 December 2025

If you require further information regarding the Association or the position advertised, please do not hesitate to contact myself directly.

Thank you.

Paula Brownlie
Head of Corporate, HR & Finance

Telephone: 0141 631 5207

Email: paula.brownlie@cassiltoun.org.uk

1. *Background*

- 1.1 Cassiltoun Housing Association was formed in 1984 and is a Registered Charitable Organisation which operates within a Group Structure
- 1.2 The Association owns 1,079 tenanted units and factors over 150 owners.
- 1.3 The Association has 2 sub-committees and two subsidiary companies:
 - Audit & Risk
 - Staffing
 - Castlemilk Stables Nursery
 - Cassiltoun Trust
- 1.4 The Association and its subsidiaries are social enterprises and are actively involved in the regeneration of the local area. This includes: employment programmes, social inclusion initiatives, environmental initiatives and projects to improve education and health outcomes.
- 1.5 The Association operates from our offices at the multi-award winning Castlemilk Stables.

2. *Staffing*

- 2.1 The Association's current staffing structure involves 31 staff deployed as follows:
 - CEO
 - Senior Management Team –
 - Director of Operations
 - Head of Corporate, HR & Finance
 - Head of Asset Management
 - Housing Manager
 - Technical Team
 - Housing Services and Advice Team)
 - Finance and Corporate Services Team
 - Community Team



Community Connector (Fixed Term until 31 March 2027)

Funded by Glasgow City Council's Place Based Programme

Cassiltoun are committed to regenerating our community not only through first class housing services but by our wider community development work. We also work closely with our subsidiary companies and in partnership with other organisations and agencies.

The Community Team deliver a range of projects that respond to community aspirations and seek to address local issues through an asset-based community development approach. This includes community art initiatives, a community woodland project (Castlemilk Park), youth work, health and wellbeing activities, a large number of events, community gardening, community food initiatives, and a volunteer development programme – at the centre of all of these is participation and involvement from the local community.

Community Connector (Fixed Term until 31 March 2027)	CHA Grade 7 PA 22- PA 25 £41,192- £45,311 (pro rata, 21 hours a week)
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We have an opportunity to join the team as a Community Connector. This is a fixed term post (until 31 March 2027) for 21 hours (3 days) per week.

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Cassiltoun Housing Association is striving towards equal opportunities for all.

JOB DESCRIPTION and PERSON SPECIFICATION

Job Title	Community Connector	Department	Community Team
Reporting To	Community Development and Engagement Manager	Grade	CHA Grade 7 PA 22- PA 25 £41,192- £45,311 (pro rata, 21 hours a week)
Post Number		Date	November 2025
Job Purpose			
Cassiltoun Housing Association are recruiting a part-time fixed term Community Connector to deliver the Place Based Programme in Castlemilk. Purpose of the role: To develop, lead and manage the Place Based Programme in Castlemilk and to work collaboratively and co-operatively with stakeholders and community partners. About the Place-Based Programme The Place Based Programme is focused on targeted neighbourhoods in Glasgow, including Castlemilk, with the aim of enhancing residents' quality of life. It forms a key part of Glasgow's wider commitment to addressing family poverty and public health challenges. The Place Based programme is a complement to the “people based” approach of Glasgow's Child Poverty programme, alongside local place planning across all 23 Council Wards through Area Partnerships. In Castlemilk, Cassiltoun Housing Association are the anchor organisation. The Role of an Anchor Organisation 1. Shaping and Developing Local Place Plans: Leading the creation or enhancement of local place plans that identify community priorities and articulate a vision for sustainable growth. 2. Coordinating Efforts: Building essential partnerships and ensuring that diverse local voices are heard. 3. Driving Collaborative Actions: Mobilising community-led initiatives to reduce child poverty and tackle other inequality challenges. 4. Supporting Decision Making: Facilitating community engagement and supporting inclusive, evidence-based decision making. 5. Acting as a Trusted Community Connector: Serving as a stable, responsive presence in the area, ensuring the programme reflects local needs and aspirations. The post-holder will report to the Community Development and Engagement Manager and work with other members of the Community Team to fulfil key duties			
Accountability			
Role is part of the Community Team, reporting to the Community Development and Engagement Manager			

Job Descriptions and Person Specification

Vacancy	Job Description	Person Specification
Community Connector	The postholder will: - Develop an action plan for the Place Based Programme and Locality Plan. - Work with the steering group to gain consensus on actions. - Map existing community activities, identifying strengths and gaps and exploring how these can be promoted and supported. - Map progress against the plan. Carry out evaluation and monitor statistics for the Place Based Programme and to provide information and reports for the steering group and Cassiltoun Group boards as well as newsletters and annual report. - Develop communications campaigns and engagement activities linked to key issues as well as sharing resources and content linked to this work. - Work with partners to develop activities to action the Locality Plan. - Support local networks - Develop and deliver targeted funding such as participatory budgeting programmes/ bursaries etc - Manage a project budget and seek additional funding for this work. - Support wider Community Team activities as appropriate. - Understand and uphold the Association's Values. - Other duties as and when required	Essential Criteria - Experience of community engagement and development - Experience of partnership working - Experience of successful fundraising and understanding of the funding landscape. - Excellent written and spoken communication and interpersonal skills. - Project management skills. - Experience of report writing, research and evaluation. - Ability to work on own initiative, proactive in the development of new ideas - Commitment to an asset-based community development approach - Committed to equality, inclusion and diversity Desirable - Participatory budgeting experience - Marketing experience including use of social media, writing articles and using Canva. - Experience of running community consultations and research.

Community Connector

Fixed Term until 31 March 2027

Summary Terms of Conditions

Location	Role will be based at: Castlemilk Stables, 59 Machrie Road, Glasgow G45 0AZ
Standard Hours of Work	21 hours (3 days) per week.
Grade & Salary	CHA Grade 7 PA 22- PA 25 £41,192- £45,311 (pro rata, 21 hours a week)
Payment Method	Paid on the 28th of each month by the BACS system into your bank account
Annual Leave	27 days per annum (pro rata)
Public Holidays	15 public holidays (pro rata)
Notice Period	One month written notice by either side
Pension	The Association currently offers a contributory pension scheme