

# Leadership and Mentoring Brief for Shared City Partnership

## Introduction

GEMS NI and our partners, Belfast City of Sanctuary, Migrant Centre NI, Diverse Youth NI, Business in the Community and Ballynafeigh Community Development Association are delivering the “Community Connections” programme in Belfast.

The project forms part of the €17.1m Belfast PEACEPLUS Local Community Action Plan, which is led by Belfast City Council.

Alongside our partners we will be delivering activities across 4 key strands:

### 1. Leadership and Mentoring

A training and development activity that will enhance the skills, experience, and capacity of up-and-coming leaders from migrant backgrounds. The training will be delivered over 6 months and will culminate in participants obtaining an ILM level 2 leadership award and having the chance to develop and manage their own community-based project.

### 2. Community Orientation and Cultural Facilitators

This opportunity is for people from migrant backgrounds to undertake training and support to develop their facilitation skills and to then help us deliver impactful and enjoyable sessions for other project participants in the Welcome Hubs. Our facilitators will also help co-design a useful “Community Connections APP” which we hope will help the project leave a legacy behind when completed.

### 3. Community Connectors

With a focus on bringing cross community and cross-cultural aspects of the project together we aim to offer support and training to people from our majority backgrounds in Belfast and enable them to develop skills needed for befriending, offering support and networking and having engagement with participants in the Welcome Hubs.

### 4. Welcome Hubs

Three Belfast City Council Community Centre locations have been identified as suitable spaces to operate as Belfast Welcome Hubs, providing a weekly space for people that are new to Belfast to meet, make connections and to network with other support organisations. We will deliver a series of activities during the next 2 years that will focus on integration and inclusion in a casual and safe setting.

## Our ask from our civic leaders

We’re inviting our local civic leaders to play a key role in building a more inclusive Belfast by becoming a mentor through “**Community Connections**”.

**Community Connections** is an initiative that supports individuals from ethnic minority backgrounds and promotes cross-community collaboration across Belfast.

It creates spaces where future leaders can build skills, networks, and confidence to lead change while fostering reciprocal learning with employers and civic society.

By connecting civic leaders, employers, and community partners, the project aims to strengthen representation, build sustainable leadership and deepen community connections.

**As a mentor you can support our leadership trainees with:**

- Approx. 10 hrs of 1:1 mentoring engagement with project participants (over a period of approx. 3-6 months)
- Your insight and raising awareness of Northern Ireland and our unique history
- Encourage and support mentees with educational development and job opportunities where applicable
- Supporting mentees with their leadership development
- Providing insight into key personal and professional development activities

**As a mentor, you will gain:**

- Mentoring skills training (4 hr workshop)
- Enhanced cultural competence (3.5hr workshop)
- Reverse mentoring opportunities through engagement with participants with lived experience of barriers, issues, and challenges of living in NI as an ethnic minority
- Access to a peer network of civic and business leaders

Your total time commitment between the mentoring engagement with participants and with the training workshops will be 17.5 hrs. This will be split across the delivery period and is not expected to be in bulk.

If you are interested in this opportunity we are asking you to send an email to [Stephen.atkinson@gemsni.org.uk](mailto:Stephen.atkinson@gemsni.org.uk) or call Stephen on 07970802311 for further information about how to get involved.

We are keen to have our political parties engaged within the project, but we do appreciate that you are all very busy, with this in mind we encourage you to think about any upcoming leaders in your own parties who may give consideration to being a mentor on this project if you are unable to commit yourself.

Many thanks from all the team in Community Connections!