

Qualifications, Training and Experience	Essential	Desirable
Experience of direct support delivery including advocacy and risk management	E	
Experience of supervising/leading staff in a support related service	E	
Experience of providing support, supervision and appraisal for others	E	
Experience of leading/contributing to funding application drafting	E	
A relevant qualification (or close to completion) in any appropriate discipline	E	
Experience working within the domestic abuse or VAW support sector		D
Experience collating and reporting on monitoring and evaluation processes		D
Experience of project planning, development and budget management		D
Experience of preparing/delivering formal training		D
Competencies	Essential	Desirable
Excellent communication and interpersonal skills	E	
Excellent leadership skills; experience of managing/developing teams/individuals	E	
Excellent organisational skills	E	
Proven ability to prioritise tasks, meet deadlines and delegate effectively	E	
Proven ability in effective partnership working	E	
Excellent report writing and record keeping skills	E	
Sound IT skills: Outlook, Word, Powerpoint, Excel	E	
Sound understanding of the causes and effects of domestic abuse	E	
Experience using OASIS domestic abuse database		D
Personal Qualities		
Non-judgemental and empathic approach	E	
Solution focused, positive approach to problem solving	E	
Self-motivated and with the ability to motivate others	E	
Flexible responsive approach with ability to adapt to meet ABWA's needs	E	
Commitment to equal opportunities and anti-discriminatory practice.	E	
Special Requirements		
Ability to work flexibly including some evenings and occasional weekend work	E	
Ability to travel by arrangement within Argyll & Bute	E	
Ability to have business, motor insurance if required	E	
Organisational Culture		
ABWA is committed to bringing an end to domestic abuse and providing a very high standard of service to its service users and other stakeholders. The post holder must fully understand and subscribe to the feminist analysis of domestic abuse and share a commitment to achieving ABWA's objectives	E	

ABWA strives to be an equal opportunities employer and welcomes applications from women from all sectors of the community. Under Schedule 9 of the Equality Act 2010 only women are eligible to apply.