**Clackmannanshire Women’s Aid**

**Person Specification – Change Manager**

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| Experience | |
| Essential | * Experience of managing organisational change and implementing new ways of working * Experience of monitoring and evaluating change and its impact * Experience of managing staff and staff consultations * Developing, implementing, and ensuring compliance with policies and procedures * Experience of report writing. |
| Desirable | * Experience of working within the voluntary sector * Experience of financial management and HR processes |

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| Knowledge/understanding | |
| Essential | * Understanding of a feminist analysis of domestic abuse and the impact on women, children, and young people |
| Desirable | * Knowledge of specialist domestic abuse services and the role these services play in providing support to women, children, and young people |

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| Skills, education, qualifications | |
| Essential | * Effective planning, organisational and time management skills * Ability to make informed decisions in an appropriate and timely way * Ability to identify problems, and to identify and implement or facilitate effective solutions * Ability to prioritise effectively, meet deadlines and delegate appropriately * Effective communication skills * Skills in ICT appropriate to the post |
| Desirable | * Good level of education and/or member of a professional body and/or relevant management qualification. |

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| Other essential requirements | * Commitment to the feminist values, vision and mission of CWA |