**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.
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| 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
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| 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
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| 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
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