

**Person Specification:** Collective Manager

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| **Experience, Training and Qualifications** | **Essential** | **Desirable** |
| Knowledge of the issues, policies and legislation within Scotland affecting women, children and young people subjected to domestic abuse |  | **D** |
| Have a feminist understanding of collective management/working at a theoretical level and a willingness to learn how this is applied operationally | **E** |  |
| Have a commitment to women, children and young people who have experienced domestic abuse | **E** |  |
| Have a feminist understanding of issues and barriers affecting women who have been subjected to domestic abuse including but not limited to; dependencies, child sexual abuse, racism, disabilities, sexuality, prostitution/trafficking etc., | **E** |  |
| An understanding of and commitment to Clydebank Women’s Aid vision and mission  | **E** |  |
| Support work experience (paid or unpaid) within a work setting  |  | **D** |
| An understanding of non-directive counselling and ability to provide a non-judgemental service | **E** |  |
| Have an understanding, or willingness to learn, of employment and management issues | **E** |  |
| Willing to work towards or hold a qualification that ensures that you meet SSSC and collective requirements  | **E** |  |
| Experience of strategy development and operational management, and applying this to collective working  |  | **D** |
| Experience of completing funding applications |  | **D** |
| Experience of working effectively and consulting with a wide range of partners at a strategic and operational level |  | **D** |
| Basic level of IT competence across all Microsoft office applications | **E** |  |

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| **Competencies** | **Essential** | **Desirable** |
| Excellent communication and interpersonal skills | **E** |  |
| Good organisational skills appropriate to the role | **E** |  |
| Ability to prioritise tasks and meet deadlines | **E** |  |
| A sound knowledge, understanding and commitment of a feminist analysis of domestic abuse and the impact on women, children and young people | **E** |  |
| Experience of, or a willingness to, develop and deliver training  | **E** |  |

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| **Personal Qualities** | **Essential** | **Desirable** |
| Able to make decisions as part as a collective | **E** |  |
| To be able to take direction from the collective and also be able to apply this when working on your own initiative | **E** |  |
| To be able to be flexible and responsive with the ability to meet the needs of the collective, women, children and young people | **E** |  |
| Identify as a feminist  | **E** |  |
| Commitment to the principles of equality and diversity | **E** |  |

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| **Special Requirements** | **Essential** | **Desirable** |
| Able to work flexibly including some evenings and weekends | **E** |  |
| Have a drivers licence and access to a car |  | **D** |
| Ability to be on-call | **E** |  |