**PERSON SPECIFICATION**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** | Relevant professional qualification e.g. Community Education, Social Work, Health Promotion, Counselling  Or  Relevant experience in one of the above disciplines. | Any training / qualifications relevant to working with young people.  Any formal leadership training |
| **EXPERIENCE** | Senior management and leadership experience within a relevant service or equivalent role.  Experience in development and implementing a strategic plan.  Experience of effectively managing a staff team and associated supervision responsibilities.  Proven track record, knowledge and experience of project development and oversight.  Experience in effectively communicating a narrative, including writing end of project reports, and the annual report.  Experience of working through collaborative partnership models.  Ability to engage effectively with external agencies and creates partnership opportunities.  Experience of working effectively with a Board of Trustees, contributing towards operational planning and implementing organisational governance and compliance.  Experience of working with, and implementing, quality systems to ensure high quality service delivery including monitoring and evaluation.  Experience of child protection and safeguarding.  Proven and successful track record of securing funding for third sector organisations. | Experience of working within the peer-based working model.  Experience of managing volunteers. |
| **KNOWLEDGE AND SKILLS** | A clear understanding of issues affecting young people.    Ability to innovate and inspire others and use a range of approaches.  Highly developed communication, listening and contact skills.  Financial management skills, including budgeting, credit control and reporting within the third sector.  Computer literate with experience of IT and Office 365. | An understanding of youth work and counselling services.  An understanding of local and national strategies. |
| **PERSONAL QUALITIES** | Flexible, dynamic, innovative and resourceful with the ability to work well under pressure, independently and with others.  Ability to manage competing workloads in a busy and ever-changing environment.  Commitment to the aims and values of The Junction, and in particular equal opportunities, diversity and inclusion.  Creating a non-judgemental, approachable culture of mutual respect and openness to learning from others and sharing knowledge as appropriate.  Actively adopts a growth mindset and takes responsibility for personal development. |  |