

Person Specification

Job Title: *Senior Development Worker, Young Islanders Network*

(Full-Time @ 35 hrs p/wk)

Job Ref: SDWYIN25

	Essential	Desirable
1. Educational/Professional Qualification https://www.sqa.org.uk/sqa/files_ccc/Guide_to_Scottish_Qualifications.pdf		
Qualified to minimum SCQF Level 6 in a relevant field	✓	
Degree/SCQF Level 9 Qualification		✓
Leadership/Management/Youth Work/CLD qualification		✓
2. Career Experience		
A minimum of five years professional experience working in a range of youth and community settings	✓	
Experience of supporting and inspiring young people and communities	✓	
Lived experience of life in the Scottish Islands	✓	
Experience of developing and delivering leadership and participation programmes for young people	✓	
Experience of building and sustaining partnership with other agencies such as schools, community organisations, local government	✓	
Development and management of evaluation and reporting systems	✓	
Experience of producing reports for a variety of stakeholders	✓	
Ability to manage budgets	✓	
Experience of supervising staff and volunteers		✓
Experience of developing relationships with government Ministers, officials and sector leaders		✓

	Essential	Desirable
3. Specialist Experience		
Awareness of the National Islands plan and the issues facing communities in the Scottish Islands	✓	
Appreciation of the issues and challenges of working in areas of multiple deprivation	✓	
Programme design and development in the fields of youth voice, youth participation and youth leadership	✓	
Programme monitoring and evaluation	✓	
Resource development	✓	
4. Skills/Aptitudes/Potential		
Excellent organisational and planning skills	✓	
Attention to detail in programme development, implementation and reporting	✓	
Excellent communication skills, including oral presentations and written reports	✓	
An ability to plan and meet targets with minimum supervision	✓	
Excellent ICT skills, MS software packages, including Word, Excel, MS Teams, and Zoom and other digital communication tools	✓	
The ability to inspire, motivate and challenge people	✓	
A “can-do” attitude and flexible approach	✓	
The ability to develop and maintain dynamic and trusting partnerships and relationships with funders, partners and colleagues	✓	
5. Personal circumstances		
Home-based on Scottish islands	✓	
Full driving license	✓	

	Essential	Desirable
Access to a car	✓	
Willing and able to work evenings, weekends	✓	
Willing and able to travel, including overnight stays away from home	✓	