**PATHS FOR ALL**

**PERSON SPECIFICATION - Senior Development Officer (Active Environments)**

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|  | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | * Educated to degree level in a related discipline or qualified through experience.
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| **Work experience** | * A minimum of 3 years relevant work experience in a community/ environmental / access development role
* Experience of programme management and strategic development.
* Experience of managing the development of project resources and support materials.
* Experience of contract commissioning and management
* Experience leading a high performing team
* Experience of working with a wide variety of stakeholders and partners
 | * Experience in project development and volunteer management/training
* Experience of leading and delivering community change projects involving a wide variety of stakeholders
* Experience of managing grant funding and funded programmes
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| **Skills** | * Experience of translating policy into practice with on the ground implementation
* Experience of working in successful partnership with a varied range of organisations including local authorities, communities and the voluntary sector
* Proactive and innovative approach to programme development, planning and organisation
 | * A good knowledge of policy relating to community support, physical activity and climate change

 * A good knowledge of Scottish access legislation
* Knowledge in monitoring, evaluation and reporting of projects and programmes
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| **Skills** **Continued** | * Understanding of monitoring and evaluation techniques
* Excellent communication skills, both oral and written
* IT competent – Microsoft Office.
 | * Experience in outcomes-based project evaluation
* A strategic outlook and approach to project management
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| **Personal Qualities** | * Skilled at diplomacy, networking and advocacy
* Responds to challenges with a solution focused approach
* Displays a professional approach to engaging and negotiating with clients/stakeholders
* Flexible in changing circumstances and able to multitask in a fluid environment
* Ability to demonstrate sound professional judgement and act with discretion
* Ability to work on own initiative but be part of a wider team across separate organisations
* Ability to shape products/services based on customer needs, and to provide the highest quality and consistency of support
* Ability to travel periodically to attend meetings across Scotland.
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Paths for All

August 2021