**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. |  |
| **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 |
| **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 |
| **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 |
| **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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August 2021