

# PERSON SPECIFICATION

Value	Essential	Desirable
Positivity	<ul style="list-style-type: none"> <li>• Able to demonstrate excellent communication and negotiation skills, both written and verbal</li> <li>• Ability to be pro-active, market Southmead Development Trust, and utilise evaluation results to shape its development</li> <li>• Ability to work under pressure to meet deadlines</li> <li>• Flexible with ability to work on own or as part of a team</li> <li>• Ability to work office hours as well as some evenings and weekends</li> </ul>	
Integrity	<ul style="list-style-type: none"> <li>• Experience of working/living in a disadvantaged and/or inner city community</li> <li>• Understanding of the importance of impact monitoring, service evaluation and research</li> <li>• Ability to use initiative and judgement</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of the voluntary, community and social enterprise sector</li> </ul>
Excellence	<ul style="list-style-type: none"> <li>• A degree or NVQ 4 in management, business or equivalent experience</li> <li>• At least three years' experience of leading, developing and promoting an enterprising organisation</li> <li>• Proven experience of leading an organisation of a similar complexity, scale, and diversity of services</li> <li>• Experience of developing and implementing policies and procedures to achieve high quality standards</li> <li>• Experienced in impact monitoring, evaluation and research</li> <li>• At least three years' experience of financial management and budgeting</li> <li>• Able to demonstrate advanced ICT skills including Microsoft Office</li> <li>• Awareness of a public health approach to health and social issues</li> <li>• Awareness of national and local agenda for regeneration and community led and community owned housing</li> <li>• Knowledge of legislation relating to company and charity law</li> <li>• Knowledge of health &amp; safety and governance</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of operational procedures and quality standards needed for a multi-function Development Trust</li> <li>• Experience of working for a social enterprise</li> </ul>
Welcoming	<ul style="list-style-type: none"> <li>• At least three years' experience of managing, supervising, mentoring and developing staff</li> <li>• Experience of successful partnership working</li> <li>• Demonstrable high quality interpersonal, diplomacy and organisational skills</li> <li>• Knowledge of the voluntary sector, health and social care and other statutory organisations</li> <li>• Demonstrate an understanding of, and commitment to, equalities</li> <li>• Demonstrate an understanding of, and commitment to, community involvement and development</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of marketing services to a wide range of audiences</li> </ul>
Entrepreneurial	<ul style="list-style-type: none"> <li>• Have an entrepreneurial approach to organisational sustainability and service development</li> <li>• Experience of strategy and Board-level governance</li> <li>• Track record of successful income generation and/or fundraising, including service development</li> </ul>	