

Person specification

Development Worker

Experience/work-based knowledge and qualifications	Essential	Desirable
	Experience of working with volunteers and a good understanding of how to ensure they are effectively managed and supported;	Experience of working for a uniformed youth organisation
	Experience of working with young people and inspiring them to participate in projects;	JNC Qualified Youth Worker or equivalent
	Awareness and understanding of challenges faced by young people within the locality and the MSSC's target groups;	Experience of working with outdoor activities and adventurous training
	Marketing and promotional experience from a related work area;	
	Experience of actively promoting projects or programmes to engage adult volunteers and young people from diverse communities to participate; Practical understanding of equal opportunities and diversity and experience of applying their principles in the workplace.	
	Experience of developing and delivering training and using coaching methods;	
	Track record of developing creative and effective projects and strategic solutions;	
	Track record of developing partnerships and relationships with a wide variety of organisations to jointly develop and deliver projects or programmes;	
	Experience of delivering projects to meet contracted outputs and outcomes and of delivering against funder reporting procedures and requirements;	Experience of monitoring and evaluation techniques.
	An understanding of all health, safety and safeguarding legislation and best practice procedures as they relate to working with children, young people and vulnerable adults;	
	Working knowledge and understanding of the voluntary and community sector.	

Core Competences	Communicating with internal and external parties – excellent communication and interpersonal skills with the ability to present information in a manner appropriate to the audience, including delivering presentations to large audiences;	
	Analysis - Ability to analyse and use data and management information effectively	
	Building partnerships - Good influencing skills and an ability to foster and maintain successful working relationships with colleagues and contacts.	
	Self-servicing – ability to self-serve and work unsupervised, organising own workload, meeting deadlines and taking the initiative, whilst working as part of a team.	
	Innovation – ability to create effective projects and strategic solutions	
	Flexibility – ability to adapt and be flexible in approach to work.	
	Safeguarding – ability and willingness to identify safeguarding concerns and report them appropriately.	
	Target driven – results orientated and ability to set and meet targets and to report against them to internal and external parties	
Personal characteristics	Inspiring, dynamic, energetic, enthusiastic, must enjoy working with people and be customer focused;	
	Proactive and results orientated;	
	Tactful, approachable, discreet and diplomatic;	
	Flexible & reliable, and adaptable to change;	
	Discretion and an ability to keep sensitive information confidential.	
Other	Satisfactory DBS (or equivalent) check	
	Full clean driving licence and use of own vehicle	
	Ability and willingness to travel across the region and to work evenings and weekends as required.	