

Person Specification

Job Title: Senior Development Worker (Location Youth)

(Full-Time @ 35 hrs p/wk)

Job Ref: YS-SDWLY26

	Essential	Desirable
1. Educational/Professional Qualification		
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 developing and delivering personal development and/or leadership and participation programmes for young people	✓	
Strategic and operational planning	✓	
Development and management of evaluation and reporting systems	✓	
Experience of producing reports for a variety of stakeholders	✓	
Ability to manage complex budgets	✓	
Experience of supervising staff and volunteers	✓	
Experience of developing relationships with government Ministers, officials and sector leaders	✓	
Experience of building and sustaining partnerships with stakeholders such as voluntary sector organisations, community organisations, funders.	✓	
Experience of developing training for youth workers and volunteers		✓

3. Specialist Experience		
In-depth knowledge of youth work, youth awards, volunteering or workforce development	✓	
Appreciation of the issues and challenges of working in areas of multiple deprivation	✓	
4. Skills/Aptitudes/Potential		
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		
Full driving license		✓
Willing and able to work evenings, weekends (when required)	✓	
Willing and able to travel, including overnight stays away from home	✓	