 **Person Specification**

**Development Manager**

**The following criteria are considered essential**

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| **1.0** | **Qualifications** | **How Measured** |
| **a)** | Minimum of Masters Degree in Public Health | Form |

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| **1.0** | **Experience** | **How Measured** |
| **a)** | Experience in successfully leading organisations through transformation and change projects and in particular voluntary sector organisations. | Form & Interview |
| **b)** | Experience of working with partnerships and in particular partnerships using matrix management approaches | Form & Interview |
| **c)** | Experience in facilitating organisations to build capability and capacity to grow and develop. | Form & Interview |
| **d)** | Experience of undertaking and overseeing action/service based research/evaluations, preparing academic papers, abstracts, academic posters and presenting at conferences. | Form & Interview |
| **e)** | Experience in developing and delivering effective business plans. | Form & Interview |
| **f)** | Experience of developing the profile and brand of organisations. | Form & Interview |

| **2.0** | **Knowledge** |  |
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| **a)** | In-depth and current Knowledge and Understanding about LGBT, HIV, Sexual & Reproductive Health issues | Form & Interview |
| **b)** | International policies and frameworks such as HIV combination prevention (UNAIDS), 90-90-90 (UNAIDS), Sustainable Development Goals (UN) | Form & Interview |
| **c)** | Knowledge and understanding of LGBT strategic equalities issues | Form & Interview |
| **d)** | Knowledge and understanding of the challenges being faced by the LGBT voluntary sector |  |
| **e)** | Knowledge and understanding of how to benefit from the opportunities and mitigate the challenges of the changing health and social care landscape. | Form & Interview |
| **f)** | Knowledge and understanding about achieving successful change management and capacity building projects | Form & Interview |

| **3.0** | **Skills and abilities** |  |
| --- | --- | --- |
| **a)** | Strong change management and business development skills | Form & Interview |
| **b)** | Excellent project management skills | Form & Interview |
| **c)** | Strong & persuasive oral and written communication skills | Form & Interview |
| **d)** | Good networking skills with an ability to build sustainable relationships with partner organisations | Form & Interview |
| **e)** | Ability to work with a high degree of autonomy | Form & Interview |
| **f)** | Ability to think and plan strategically and proactively | Form & Interview |
| **g)** | Have good skills in listening, empathy and an appreciation of diversity in experiences and backgrounds | Form & Interview |

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| **4.0** | **Attitudes** |  |
| a) | Empathy with the vision and mission of the Charity and commitment to the rights of people living with HIV and improving health equalities. | Form, Interview |
| b) | A willingness to learn | Interview |
| c) | A solution focused ‘can do’ approach | Form, Interview |

Mark A. Santos

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