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|  | **Essential** | **Desirable** | **Method of assessment** |
| WORK RELATED EXPERIENCE |  |  |  |
| Successful experience of managing and  developing an organisation through rigorous  business planning and innovative strategies | **\*** |  | Application Form/interview |
| Experience of managing contracts to deliver  services | **\*** |  | Application Form/interview |
| Experience of running successful services on a  business model | **\*** |  | Application Form/interview |
| Experience of managing significant grant  funded projects | **\*** |  | Application Form/interview |
| Extensive supervisory and management  experience of staff and volunteers | **\*** |  | Application Form/interview |
| Flexibility and the ability to work across social,  health and educational sectors and other  related disciplines | **\*** |  | Application Form/interview |
| Experience of partnership working and  developing relationships with stakeholders | **\*** |  | Application Form/interview |
| SKILLS AND ABILITIES |  |  |  |
| Ability to set clear standards and targets and to monitor and moderate them effectively ensuring quality assurance is maintained | **\*** |  | Application Form/interview |
| Computer literate with relevant IT skills | **\*** |  | Application Form/interview |
| Ability to manage and prioritise a complex workload and competing deadlines | **\*** |  | Application Form/interview |
| Mentoring/coaching skills |  | **\*** | Application Form/interview |
| Skills in using research to support strategic direction | **\*** |  | Application Form/interview |
| Presentation skills and content | **\*** |  | Application Form/interview |
| Skills and abilities in problem solving | **\*** |  | Application Form/interview |
| KNOWLEDGE |  |  |  |
| Professional qualification in community work,  social work, Early Years or a related discipline | **\*** |  | Application Form/interview |
| Thorough understanding of social policy in  relation to the provision of services for children,  young people and families, and the practical  experience of such services | **\*** |  | Application Form/interview |
| Knowledge and understanding of safeguarding children and adults | **\*** |  | Application Form/interview |
| Value and understanding of Early Years Standards and Statutory Obligations |  | **\*** |  |
| Knowledge of Health & Safety Legislation |  | **\*** | Application Form/interview |
| Knowledge of Data Protection Legislation |  | **\*** | Application Form/interview |
| **PERSONAL ATTRIBUTES** |  |  |  |
| Innovative and open minded in the development of services | **\*** |  | Application Form/interview |
| Resilience in times of challenge | **\*** |  | Application Form/interview |
| Empathetic and supportive approach to working with children, young people and families | **\*** |  | Application Form/interview |
| Determination, confidence and experience to make decisions | **\*** |  | Application Form/interview |