

THE RED HEN PROJECT

Registered Charity Number: 1072190

The Red Hen Project is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff and volunteers to share this commitment.

Person Specification

Criteria		E	D	How Identified		
<u>Qualifications</u>						
•	Good standard of education to at least A level	E		Application		
•	Degree or equivalent (qualifications below degree level will be considered if applicants demonstrate solid experience and evidence of continuing professional development)		D	Application		
•	Diploma in Business Studies or Project Management		D	Application		
Leader	<u>Leadership</u>					
•	Support and demonstrate commitment to the vision for the Ren Hen Project	E		Application		
•	Support the Project in the management of change and improvement in pursuit of strategic objectives	E		Interview		
•	Prioritise, plan, organise, direct and co-ordinate the work of others.	E		Application		
•	Build, support and work with high performing teams	E		Application		
•	Work as part of a team	E		Interview		
•	Devolve responsibilities, delegate tasks and monitor practice to see that they are carried out, set standards and provide a role model for project staff.	E		Interview		
•	Seek advice and support when necessary	E		Interview		
•	Deal sensitively with people and resolve conflicts	E		Interview		

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Skills					
•	Ability to work independently demonstrating initiative and proactivity	E		Interview	
•	Ability to work in an organised and methodical manner	E		Interview	
•	Ability to develop and maintain efficient record keeping systems	E		Interview	
•	Ability to produce accurate records and reports as required	E		Interview	
•	Ability to communicate face to face and in writing with a wide range of audiences	E		Task	
•	Ability to identify work priorities and manage own workload to meet deadlines whilst ensuring that lower priority work is kept up to date	E		Interview	
•	Ability to show sensitivity and objectivity in dealing with confidential issues	E		Interview	
•	Ability to negotiate best value	E		Interview	
•	Ability to problem solve	E		Interview/App	
•	Receptive to new ideas, approaches and challenges	E		Task/Interview	
Experie	<u>ence</u>				
•	Experience of managing a budget, fund raising and income generation	E		Application	
•	Experience of managing a project involving working with a variety of stakeholders	E		Application	
•	Experience of working in a large organisation, promoting partnership working		D	Application	
Knowle	edge				
•	A sound knowledge of a range of computer applications including presentational and data analysis tools	Е		Application	
•	A sound knowledge of strategies that increase the engagement of vulnerable families		D	Application	
Genera	<u>General</u>				
•	Committed to high standards of customer service	E		Interview	
•	Committed to equality and diversity	E		Interview	
•	Committed to own continuing professional development	Е		Application	

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Safegu	arding		
•	Ability to safeguard and promote the welfare of children and young people	E	Interview
•	Appreciates the significance of safeguarding and interprets this for all individual children and young people whatever their life circumstances	Е	Interview
•	Has a good understanding of the safeguarding agenda	E	Interview
•	Can demonstrate an ability to contribute towards a safe environment	E	Interview
•	Shows a personal commitment to safeguarding	E	Interview

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