

## Person Specification: Head of Development

Factor	Essential	Desirable
<i>Qualifications and Attainments</i>	<ul style="list-style-type: none"> <li>🌀 Educated to degree level or a professional qualification in sport or management related subject or relevant experience.</li> <li>🌀 Driving Licence</li> </ul>	<ul style="list-style-type: none"> <li>🌀 Professional business/management qualification</li> <li>🌀 Professional qualification in marketing/sponsorship</li> </ul>
<i>Work and Other Experiences (in an employed or voluntary capacity)</i>	<ul style="list-style-type: none"> <li>🌀 Managing people, budgets, and projects</li> <li>🌀 Proven experience of innovation and converting ideas into reality</li> <li>🌀 Writing, developing, and evaluating strategies, plans, and reports.</li> <li>🌀 Proven experience of managing change and making things happen</li> </ul>	<ul style="list-style-type: none"> <li>🌀 Knowledge of contemporary issues within sports development in Scotland or the UK</li> <li>🌀 Working with commissions and volunteers</li> <li>🌀 Planning/organising events.</li> <li>🌀 EDI knowledge and experience</li> </ul>
<i>Skills</i>	<ul style="list-style-type: none"> <li>🌀 Leadership and management skills and evidence of leading staff and volunteer groups/teams</li> <li>🌀 Track record of building effective relationships with internal and external partners</li> <li>🌀 Evidence of research, analytical and decision-making skills</li> <li>🌀 Demonstrable interpersonal and communication skills</li> <li>🌀 Sound organisational and planning skills.</li> <li>🌀 Competent IT skills</li> </ul>	<ul style="list-style-type: none"> <li>🌀 Demonstrable negotiating skills</li> <li>🌀 Sound business principles that can be applied to the development of products and programmes.</li> <li>🌀 An ability to interface with professional and volunteer staff</li> </ul>
<i>Disposition and Personal Qualities</i>	<ul style="list-style-type: none"> <li>🌀 An ability to engage, work with others, motivate, provide direction and influence.</li> <li>🌀 Versatility and creativity</li> <li>🌀 An ability to demonstrate confidence, empathy, enthusiasm, and initiative</li> </ul>	<ul style="list-style-type: none"> <li>🌀 Knowledge and interest in the sport of volleyball.</li> </ul>
<i>Special Aptitudes</i>	<ul style="list-style-type: none"> <li>🌀 A strategic leader with vision and drive to achieve corporate objectives.</li> <li>🌀 The ability to undertake flexible working hours, including some evenings and weekends</li> </ul>	<ul style="list-style-type: none"> <li>🌀 Proven knowledge of roles and responsibilities of a sport's governing body</li> </ul>

Scottish Volleyball is an equal opportunities employer and aims to provide a working environment free from any form of harassment, intimidation, victimisation, or discrimination. We aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, race or ethnic origin, LGBT+ identity, age, or disability. All appointments are made purely based on merit and ability.