

Recruitment person specification

Post being recruited for: LLDO (Club Development)

Council core competencies

These apply to all posts

These apply to posts with responsibility for managing people or resources

Being customer / client focused

Leading others

Working effectively with others

Managing performance and developing others

Managing change

Political sensitivity

Taking ownership and responsibility

Communicating effectively

Planning and decision making

Person specification

Category	Essential	Desirable
Experience	<p>Experience of implementing Sport and Physical Activity programmes in clubs and communities.</p> <p>Experience helping sport clubs be more inclusive, open to everyone in their community and aim to attract under-represented groups.</p> <p>Advocating decision makers such as senior managers, partners, external funders and key stakeholders on Sport and Physical Activity.</p> <p>Experience of working in effective collaboration with a range of internal and external partners, clubs, networks and volunteers.</p> <p>Experience of developing and delivering sport and physical activity projects that meet community need.</p> <p>Experience using data and research to identify community need, evidence impact and to support continuous improvement.</p> <p>Experience of working in/with sport clubs, schools and/or communities and developing rights-based and person-centred approaches.</p> <p>Experience of consulting people and engaging them in sport and physical activity.</p> <p>Experience of supporting sport clubs to engage, develop and retain staff and volunteers.</p> <p>Experience supporting sport clubs with governance and financial models.</p>	<p>Experience and expertise within a sport and physical activity development context</p> <p>Experience in supporting and developing sports clubs</p> <p>Experience of accessing external funding.</p> <p>Experience of building strong relationships with key volunteers/staff that are leading local sports clubs</p> <p>Experience working with communities to create sport and physical opportunities/new sport clubs.</p> <p>Experience working in SIMD 1-4 areas and/or with targeted groups.</p>

Knowledge, skills and understanding

<p>Understanding of sport club governance and financial models.</p> <p>Understanding of social impact that sport can make in communities.</p> <p>Understanding of Community Sport Hubs and the role they play in connecting clubs to community need.</p> <p>Knowledge and understanding of working with and empowering volunteers in clubs.</p> <p>Sound knowledge of current and emerging priorities for sport and physical activity locally and nationally.</p> <p>Ability to profile the impact of projects and programmes.</p> <p>Excellent understanding of the impact of poverty and diversity and the ability to develop stigma-free, targeted projects and programmes.</p> <p>Commitment to social justice, equalities, diversity and inclusion.</p> <p>Ability to manage competing priorities.</p> <p>Ability to work independently and as part of a team</p> <p>Ability to develop and co-ordinate a range of locally delivered citywide initiatives and programmes designed to engage more people in sport and physical activity through sport clubs.</p> <p>Strong interpersonal and communication skills across a range of media and with diverse groups.</p> <p>Self-motivated and energetic with a positive, proactive approach to work.</p> <p>Competence with ICT office packages.</p> <p>Budget management skills.</p> <p>Ability to implement and monitor agreed service performance measures, achievement of targets (including income) and maintenance of quality standards.</p>	<p>Knowledge of CLD/youth work approaches.</p> <p>Developing, producing and delivering specialist training, guidance, resources and professional learning for all stakeholders as appropriate.</p> <p>Development of funding bids and/or overseeing income generation and budget monitoring.</p>
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Qualifications and training	<p>Degree in sport or community engagement related discipline. Or demonstrable and extensive relevant responsibility in similar role.</p> <p>Evidence of accessing and applying continuous personal and professional development</p>	<p>Membership of a relevant professional association.</p>
Job specific requirements	<p>Evening and weekend working as required</p>	