

## Personal Specification

### Funding and Development Manager

E = Essential, D = Desirable for applicant to meet relevant standard

CRITERIA	STANDARD	E/D	MEASURED BY
Work Experience:	Minimum 12 months experience in business development	E	Application form/Interview
	Experience of writing successful funding bids and tenders	E	Application form/Interview
	Experience of strategic planning	E	Application form/Interview
	Experience of developing new income streams including launching new products or services	E	Application form/Interview
	Experience of fundraising within a charity setting	D	Application form/Interview
	Experience of working with survivors of sexual violence in a paid or voluntary role	D	Application form/Interview
	Experience of liaising and networking with voluntary, statutory and partnership agencies	E	Application form/Interview
	Experience of managing staff	D	Application form/Interview
Qualification:	A degree or equivalent professional experience	D	Application form
Knowledge:	Understanding of, and sensitivity to, the issues relating to rape, sexual abuse and domestic violence, including their impact on survivors	E	Application form/Interview
	Understanding of business development and the funding environment in the voluntary sector	E	Application form/Interview
	Knowledge of and commitment to equal opportunities and anti-discriminatory practice	E	Application form/Interview
Skills:	Ability to work proactively	E	Application form/Interview
	Excellent written and verbal communication skills	E	Application form/Interview
	Well-developed people management skills	E	Application form/Interview

	Ability to work under own initiative and demonstrate a creative approach to problem-solving	E	Application form/Interview
	Excellent presentation skills	E	Application form/Interview
	Excellent interpersonal, organisational and time management skills	E	Application form/Interview
	Excellent networking and influencing skills, including the ability to collaborate and build partnerships.	E	Application form/Interview
	Clear, analytical thinker with a methodical approach to work	E	Application form/Interview
	Computer literacy, with experience of Microsoft Office based systems	E	Application form
Attitude:	Commitment to working within all RSACC policies and procedures	E	Application form/Interview
	Commitment to the feminist paradigm and working in a woman-centred environment	E	Application form/Interview
	Flexible approach to working hours	E	Application form/Interview
	Willingness to present as an excellent role model to staff, volunteers and others working with the Centre	E	Application form/Interview
	Demonstrate commitment to ongoing personal and professional development and able to acknowledge and state own learning needs	E	Application form/Interview