**Onside Independent Advocacy**

**Person Specification Social Prescribing Manager**

**Qualifications**

**Essential:**

* Educated to degree or equivalent level experience

**Desirable:**

* Relevant Supervisory/Line Management qualification

**Experience**

**Essential:**

* Significant demonstrable experience in a role managing service delivery within a varied, multi-disciplinary environment with a proven ability to deliver outcomes against a range of deliverables
* Significant demonstrable experience of developing and managing key relationships
* Significant demonstrable experience in managing and supervising staff; encouraging and motivating them to achieve at the highest level
* Significant experience in setting up/developing new projects and bringing together new teams
* Previous experience of budget management and cost control
* Experience of managing contracts/SLA’s and the monitoring and reporting of these
* Understanding of the voluntary and community sector and the environment in which it operates
* Understanding the key issues affecting the lives of vulnerable / disadvantaged adults and young people

**Desirable:**

* Experience of developing new sources of income
* Experience of working from an asset based approach, building on existing community and personal assets

**Skills**

**Essential:**

* Motivating, engaging and enthusing staff and colleagues
* Outstanding communication and interpersonal skills
* Good mentoring and coaching skills
* Able to generate innovative/flexible ideas and develop creative solutions
* Confident networker able to liaise and network with a wide range of people and organisations
* Logical approach to problem solving and ability to develop solutions based on evidence and reasoned argument
* Good influencing, negotiating and management skills
* Competent in ICT including Excel and Powerpoint
* Good report writing and presentation skills tailored to a wide range of audiences
* Able to maintain effective monitoring and evaluation processes
* Prioritisation of activities and excellent time management skills
* Excellent Project Management skills

**Knowledge**

**Essential**

* Budgets and financial management processes and systems
* Systems and processes to ensure effective service delivery and development
* Essential requirements for managing and delivering services which empower service users
* Understanding of advocacy, community engagement services and their role and value
* Contract monitoring and reporting processes
* Issues relating to people facing disadvantage or exclusion
* Understanding of the wider determinants of health, including social, economic and environmental factors and their impact on communities

**Desirable:**

* Relevant legislation including Employment Law, Health and Safety, Data Protection Equal Opportunities

**Other Requirements and Personal Attributes**

**Essential**

* Creative, lateral thinker
* Resilient
* Positive outlook, seeing opportunities
* Sees potential in people/situations
* Enthusiastic, passionate and driven
* Self confident and Assertive
* Encouraging, supportive and caring
* Committed to principles of social justice
* Committed to equality of opportunity and promotion of diversity
* Able to travel throughout the counties of Worcestershire and Herefordshire
* Access to own transport
* Able to work with some flexibility to accommodate occasional out of hours working

**Onside People:**

* are **passionate** about what they do
* **value difference**
* are **creative** in their approach
* are committed to **fairness and justice**