

PERSON SPECIFICATION

Skills, Knowledge and Experience

Essential

Experience:

- Demonstrable experience of leading and managing complex programmes involving multiple projects, partners and funding streams, delivering against agreed outputs, outcomes and budgets.
- Experience of managing funding programmes, including assessment, allocation, monitoring and compliance with funder requirements.
- Proven experience of line management, including setting objectives, performance management, coaching and developing staff to achieve programme outcomes.
- Strong track record of developing and managing strategic partnerships with public bodies, funders, and VCSE organisations.
- Experience of supporting community organisations or social enterprises, including organisational development, governance, and sustainability.
- Experience of community asset development and/or community asset transfer projects.
- Experience of reporting to senior stakeholders, funders or Boards, including presenting performance, risks and impact data.

Knowledge:

- In-depth understanding of the challenges and opportunities facing former coalfield communities in Wales.
- Strong understanding of the VCSE sector, including governance, financial sustainability and capacity building.
- Knowledge of relevant policy, funding and legislative frameworks in Wales related to regeneration and community ownership.
- Understanding of programme and project management principles, including risk management and evaluation.
- Awareness of community asset ownership models, including legal and financial considerations.

Skills & Competencies:

- Ability to lead, motivate and manage a team effectively.
- Strong organisational and planning skills with ability to manage multiple work streams.
- Financial awareness including budget management and value for money considerations.
- Excellent stakeholder management and relationship building skills.
- Strong written and verbal communication skills.
- Ability to analyse performance data and solve complex problems.

Travel:

- A full driving licence and access to a reliable vehicle or be able to efficiently travel for the course of your duties, across the UK.
- Occasional travel outside Wales may be required.

Desirable

Skills & Competencies:

- Ability to communicate through the medium of Welsh.

Personal Attributes

- Highly organised.
- Resilient and solution-focused.
- Conscientious with a positive attitude.
- Collaborative and partnership oriented.
- Willingness to work flexibly as a part of a highly professional team in order to meet workload demands, including occasionally working outside of normal working hours.
- Values-driven and aligned with CRT's mission.

Positioning Within CRT's Structure

The Development Manager will lead the CRT Support team and the delivery of CRT's funding and support programmes in Wales reporting to the Senior Development Manager

The role ensures:

- CRT's Support programme and funding in Wales (including Welsh Government investment) builds the capacity, resilience, and long-term sustainability of VCSE organisations in former coalfield communities.
- Complex and intensive community asset transfer and development projects are coordinated and supported, in partnership with communities and public bodies.
- A small team is: managed; supported; and developed, through clear objective setting, performance management and training.
- Complex information is clearly communicated to a range of audiences and sensitive issues are handled diplomatically.
- Programme policies, procedures, and operations are reviewed and developed to strengthen delivery and compliance.

It enables the Senior Leadership Team to ensure that CRT Support is delivered to a high standard and that community assets are robustly safeguarded.