

PERSON SPECIFICATION

Skills, Knowledge and Experience

Essential

Experience:

- Able to demonstrate experience of successfully strengthening community organisations, social enterprises or partnerships to develop sustainable approaches to community wealth building and local economic development.
- A proven track record of partnership working to achieve community regeneration, community ownership and improved local economic outcomes.
- Proven experience in project/programme management, including budgets and output/outcome monitoring.
- Proven ability to support organisations with business planning, financial planning and the development of funding, loan or investment applications.

Knowledge:

- Detailed knowledge of the regeneration issues facing coalfields communities in Wales, including the barriers to community ownership, local economic resilience and inclusive growth in Welsh coalfield areas.
- Knowledge and understanding of community wealth building tools and alternative economic models of community ownership in post-industrial communities.

Skills & Competencies:

- A detailed understanding of project design and costing. Including the ability to assess viability, projected costs, outputs, milestones and the longer-term sustainability of community wealth building initiatives.
- Ability to collect, analyse and manipulate data accurately.
- Ability to analyse different economic models and identify practical options that support community ownership, local retention of wealth and long-term resilience.
- Excellent written and verbal communication skills as well as experience in making presentations to groups of different sizes and backgrounds, using a variety of methods (including online).
- Confident and competent in producing reports.
- Competent in Microsoft Office and Microsoft Teams/Zoom.
- Ability to work effectively on your own, maintaining a high level of commitment through self-motivation and organising time systematically and efficiently.

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

Experience:

- Experience of supporting a community organisation with community ownership, asset development or the exploration of alternative ownership models.
- Experience of delivering training/workshops either in person, or online.

- Experience of managing digital communication channels including Facebook, Twitter, LinkedIn and YouTube.
- Experience of supporting or leading community energy projects, smart local energy systems, or similar place-based low-carbon initiatives, with an understanding of how these approaches can benefit local communities.

Skills & Competencies:

- Ability to communicate through the medium of Welsh.
- Understanding of Welsh policy and practice relating to community wealth building, community ownership and support for deprived or minoritised communities.
- Ability to give due consideration to accessible and inclusive public-facing materials, workshops and engagement activities, including Welsh language requirements.

Personal Attributes

- Highly organised.
- Conscientious with a positive attitude.
- Comfortable working independently and within a team.
- 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 Officer sits within the Wales Development Team and contributes directly to the delivery of CRT's community wealth building and community ownership in Wales.

The role ensures:

- Beneficiaries have access to high quality, specialist support on community ownership, economic models and sustainable local development.
- Community assets, services and local wealth building opportunities within former coalfield communities are protected and strengthened.
- Practical and replicable approaches to community wealth building are developed, tested and shared across Wales.
- A lasting legacy of resources, learning and practical tools remains available to communities beyond the lifetime of the project.
- Best practice, community voice and delivery learning are used to inform policy and improve community wealth building practice in Wales.

This roles support the Senior Leadership Team in maintaining high standards of delivery and in developing a strong evidence base for community wealth building and community ownership in Wales.

