

• Ability to develop constructive relationships with partners and commissioners.			
• Ability to engage, consult and integrate with external stakeholders and communities.	X	X	X
• Ability to successfully manage periods of major change and restructure	X	X	X
• Ability to develop and coordinate flexible and outcomes-focused services to meet the needs of people from diverse backgrounds and with multiple needs.	X	X	X
• Ability to provide reports and data (verbally, written and electronically) to a standard that is appropriate to a range of audiences (internal and external).	X	X	X
• Excellent interpersonal skills; ability to recognise and respond appropriately to situations requiring tactful or diplomatic handling.	X	X	X
• Ability/experience of maintaining clear professional boundaries.	X	X	X
• Ability to work creatively to motivate and support staff.	X	X	X
• Understanding of trauma informed and trauma responsive practice.	X	X	X
• Knowledge of bias and inequalities of minority groups within the Criminal Justice System.	X	X	X
• Ability to work within a busy environment, managing broad demands.	X	X	X
• Strong IT skills [Outlook, Word, Excel, PowerPoint].	X		X
• Excellent organisational skills.	X	X	X
• Commitment to the values of A Way Out.	X	X	X
• Commitment to equality and diversity.	X	X	X
• Willing to work flexibly within their role.	X	X	X
• Emotionally resilient, with good self-care and self-awareness.	X	X	X
• Passionate about the impact that gender specific services can have in supporting women to achieve desistance.	X	X	X
• Understanding the risks and benefits of Payment by Results commissioned contracts.	X	X	X
• Experience of working within the voluntary sector.	X	X	X
• Full UK Drivers licence, and use of a car	X	X	X
• Commitment to ongoing personal, and professional development	X	X	X
• Has security clearance to work in prison, or be able to meet the requirements of this	X	X	X

The following would be desirable:			
• Management related qualification/s or training.	X	X	X
• Experience of coordinating interventions that support individuals to develop their personal capital.	X	X	X
• Experience of working as part of a management team, taking collective responsibility for meeting service or organisational objectives.	X	X	X
• Experience of managing or delivering on initiatives funded by the European Social Fund.	X		X

Please note this post exempt under section 7 (2) (e) and (f) of The Sex Discrimination Act 1975 and therefore open to female applicants only. The successful applicant will be subject to an enhanced DBS check.