



## Person Specification

ROLE TITLE: Sport Welfare Lead

KEY – MOA (Method of Assessment): App = Application, I = Interview, Assessment = Assessment, P = Presentation, G = Group Exercise

CRITERIA	ESSENTIAL	DESIRABLE	MOA
<b>SKILLS &amp; ABILITIES</b>	Welfare-related leadership (leading the specialist, welfare work area).		Application & Interview
	The ability to lead groups (through a cultural change and welfare issues or learning).		Application & Assessment
	Relationship building skills (at a local and sub-regional level. At personal and organisational level done in an authentic and empathetic way).		Application & Assessment
	High quality communication skills (both verbal and written in a range of environments).		Application & Assessment
	The ability to develop and maximise networks (supporting a network of welfare volunteers).		Application & Assessment
	The ability to source, promote and (where appropriate) deliver training (supporting volunteers to have the right welfare knowledge).		Application & Assessment



	The skill and ability resolve disputes, to negotiate, resolve and mediate (if appropriate, to support resolution of lower-level concerns).		Application & Assessment
	Ability to prioritise the needs of NGBs and local clubs for welfare support.		Application & Assessment
	Ability to maximise digital technology and enable the sharing of welfare resources.		Application & Assessment
	Ability to travel and work evenings and/or weekends (engaging with welfare volunteers).		Application
<b>KNOWLEDGE</b>	Knowledge of professional welfare experience (children and young people and adults).		Application, Assessment & Interview
	Knowledge of welfare issues, priorities and policies (outside sport).		Application, Assessment & Interview
		Knowledge of sport issues, priorities and policies (inside sport).	Application & Assessment
	Knowledge of welfare infra-structure inside and outside sport.		Application, Assessment & Interview
	Knowledge of welfare procedures (including those followed in response to safeguarding concerns).		Application & Interview
	Knowledge of case management thresholds (lower-level and serious concerns).		Application & Assessment



	Knowledge of workforce (development and deployment).		Application & Assessment
	Knowledge of voluntary sector and volunteers.		Application & Assessment
	Knowledge of safeguarding and protecting children and vulnerable people in sport.		Application & Interview
		Knowledge of current legislation related to health, community, and sport agendas.	Application
		Knowledge of current funding streams relevant to the sport and physical activity sector.	Application
<b>ATTRIBUTES</b>	A natural communicator able to motivate and align people through open and honest communication that is backed up with personal action.		Assessment & Interview
	You should be a team player with the ability to work through others to achieve organisation objectives.		Assessment & Interview
	A robust, professionally confident personality who adapts well to change.		Assessment & Interview
	A sense of urgency, results orientated with the ability to execute thoughtfully and deliberately.		Interview
	The means to effectively travel around Coventry, Solihull & Warwickshire to meet the needs of Think Active.  The ability to travel wider across the West Midlands and nationally as required.		Application



		Something special, a can-do attitude with a determination to make a difference.	Application & Interview
	Possesses the ability to influence others through the appropriate combination of knowledge, conviction, enthusiasm, engagement, empathy, and logic when presenting opportunities, problems, and recommendations.		Application & Interview
<b>LEARNING AND DEVELOPMENT</b>	<p>You should be able to reflect on your own performance and want to improve.</p> <p>You can take and welcome feedback and embrace improvement areas through self-development, training, and professional development.</p>		Assessment and Interview