

## PERSON SPECIFICATION

**Post: Eco Therapy Manager – Isle of Wight**

	<b>Essential</b>	<b>Desirable</b>
<b>Education, Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• Reasonable educational attainment (A Level or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>• Management training</li> <li>• Professional qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 years experience of working with vulnerable people.</li> <li>• Experience of managing staff and volunteers</li> <li>• Reviewing team training needs</li> <li>• Making and receiving referrals.</li> <li>• Co-ordinating workloads.</li> <li>• Developing and delivering training</li> <li>• Client needs assessment.</li> <li>• Keeping manual and computer records</li> <li>• Safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Working with young people who are socially excluded/in need</li> <li>• Working with multi-agency projects</li> <li>• Working as a volunteer or with volunteers</li> <li>• Land management or equivalent.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of young people's issues.</li> <li>• Understanding of preventative work.</li> <li>• Understanding of client centred practice</li> <li>• Working knowledge of vulnerable people</li> <li>• Working knowledge of Biodiversity and habitat management</li> <li>• An understanding of sustainability and organic farming</li> <li>• Safe Working Practices</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Children Act / and other statutory frameworks relevant to children and families</li> <li>• Understanding of mentoring techniques</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to engage with young people, team, referrers and community leaders</li> <li>• Organisational skills.</li> <li>• Supervision and people development.</li> <li>• Ability to motivate others</li> <li>• Budget monitoring</li> <li>• Time management</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification in /practical habitat management skills/ e.g. Hedge laying</li> <li>• Tree felling, coppicing, planting. Practical horticultural skills - planting, weeding, maintenance of good growing conditions, harvesting</li> <li>• Interagency Liaison</li> </ul>
<b>Values, Attitudes and Personal</b>	<ul style="list-style-type: none"> <li>• Commitment to anti-oppressive / anti-discriminatory policy and practice.</li> <li>• Ability to work flexibly and on own initiative under pressure</li> <li>• Drive and enthusiasm.</li> <li>• Commitment to community based mentoring and safe working practice</li> <li>• Commitment to Trust's aims and values.</li> <li>• Driver and car owner</li> </ul>	