

**Person Specification**

**The post holder must be a disabled person**

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|  | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Degree or equivalent experience | E |  |
| **Experience** |  |  |
| Experience of community development and engagement including working with Disabled People’s Organisations | E |  |
| Experience in working with and facilitating events and networks | E |  |
| Experience of designing, developing and delivering training programmes | E |  |
| Previous experience of working in the Third Sector |  | D |
| **Knowledge** |  |  |
| Thorough understanding of the Social Model of Disability and knowledge of good practice in implementation within policy and service development | E |  |
| Knowledge and understanding of a range of community development and participation techniques | E |  |
| Knowledge and understanding of training design, development, evaluation and monitoring techniques and processes | E |  |
| Knowledge and understanding of other equality and diversity issues |  | D |
| **Skills** |  |  |
| Proven interpersonal skills, and the ability to interact effectively at all levels with representatives of member groups, public, voluntary and private sector bodies | E |  |
| Excellent presentation and public speaking skills to influence audiences in a variety of settings | E |  |
| Excellent training and facilitation skills | E |  |
| Ability to adopt a motivated, committed and flexible approach to duties | E |  |
| Ability to build relationships with internal and external stakeholders | E |  |
| Self-motivated and work independently when required | E |  |
| Ability to manage competing demands with good organisational skills | E |  |
| Ability to work as a team member and on own initiative | E |  |
| Ability to work to deadlines | E |  |
| Ability to prioritise workload | E |  |
| Welsh Language Skills |  | D |
| **Values/Commitment to** |  |  |
| The Social Model of Disability | E |  |
| DW’s mission, aims and objectives and values | E |  |
| Equality, Diversity and Human Rights | E |  |
| An Inclusive Society | E |  |
| The cultural importance of the Welsh Language | E |  |
| A team working approach across DW | E |  |
| Good working practices, e.g. professionalism, confidentiality, punctuality, adaptability | E |  |
| Continuous professional development | E |  |
| **General Criteria** |  |  |
| Willingness to travel throughout Wales and beyond, which may require overnight stays in line with the duties of the post | E |  |