

## Person Specification - Alliance Director

Criteria	Detail	
<b>Personal attributes</b>	Commitment to SCA mission and to working to principles of climate justice.	Essential
	A natural collaborator and a team player, with a clear and motivational leadership style appropriate for a small, close-knit team.	Essential
	Lateral and strategic thinker with an open-minded, entrepreneurial approach, and an ability to solve problems creatively.	Essential
	Diplomatic, articulate, and confident manner that inspires trust.	Essential
	Cultural sensitivity.	Essential
	Drive, energy, and resilience to see through change.	Essential
	Strong commitment to social justice and respect for inclusive values.	Essential
<b>Knowledge</b>	Knowledge of the local and national context in environmental sustainability, including climate change action and community and voluntary sector projects in the UK.	Essential
	Knowledge of charitable/voluntary organisational structures and processes.	Desirable
	Knowledge of learning and evaluation systems.	Essential
	Knowledge of people learning and development approaches.	Desirable
<b>Experience</b>	A track record of successful organisational and team leadership and management.	Essential
	Experience of writing successful funding applications.	Desirable

	Experience of inspiring and maintaining a values-led working culture that delivers high performance from staff.	Essential
	Financial management experience including budgets/cashflow, and income generation.	Essential
	A track record of successful project and line management.	Essential
	Experience of working in a paid or voluntary capacity in an environmental organisation, and of working with a wide range of communities.	Essential
	Experience of working within communities, with a practical understanding of overcoming barriers to social inclusion.	Desirable
	Experience of working with learning and evaluation systems.	Desirable
<b>Skills and abilities</b>	Outstanding leadership skills demonstrating the ability to develop and implement organisational vision and strategic plans effectively.	Essential
	Strong change management skills, with the ability to support people through change.	Essential
	Highly effective interpersonal, influencing and communication skills, with the ability to gain the trust and confidence of a variety of stakeholders quickly and maintain and develop positive partnerships.	Essential
	Ability to distil complex information and present key data in meaningful ways for staff, the Board, funders, and other stakeholders.	Essential
	Strong organisational, project, and staff management skills with the ability to translate strategic plans into effective performance.	Essential
	Competence in using Microsoft Office, accounting software, and digital communication tools.	Essential
	Marketing and promotional skills.	Essential