



AHM-191

Person Specification Strategy, Development and Operations Manager

Experience and ability

You will:

- Have a comprehensive management background at a senior level, either in the voluntary, statutory or business sector, along with commercial astuteness.
- Be able to think critically and strategically, developing and translating strategic priorities into reality through meaningful work and business plans to deliver desired outcomes.
- Be naturally collaborative with ability to lead others by creating a sense of common purpose.
- Have experience of managing an operation in a busy and varied working environment, be able to multitask, prioritise key activities and identify and mitigate risks.
- Be able to work with the Chair and Board of Trustees ensuring sound governance of the charity and have a successful track record of influencing Board level priorities.
- Have delivered effective human resource management activities, with a track record of motivating staff, resolving issues that arise, and supporting team and individual development.
- Have demonstrated exceptional team working skills resulting in outstanding performance.
- Have strong and demonstrable experience of financial planning, budgeting and monitoring, with the ability to assess business performance and identify and manage financial risks.
- Have been successful in diversifying and growing income.
- Have designed and delivered successful marketing and communication strategies.
- Be able to demonstrate success in the management of organisational change and development.
- Have excellent ability engaging in complex policy development through the use of robust evidence-based evaluation and delivering project implementation.
- Have strong analytical skills in identifying practical problems, developing and appraising options, and resolving issues based on sound decisions making.
- Have excellent interpersonal and communication skills and highly adaptable in approach, working effectively with people from a variety of backgrounds internally and with external stakeholders.
- Have experience of working with people with mental health or other similar marginalised groups.

Knowledge and commitment

You will:

- Have knowledge of and be committed to the principles of service-user involvement.
- Have knowledge of funding streams relevant to charitable organisations.
- Have knowledge of premises management.
- Be committed to equality, diversity and inclusion - dealing with people and issues honestly, fairly and with respect.
- Be committed to the overall values and mission of the Art House.
- Be committed to be rota'd to cover opening hours of the Art House outside standard office hours, including Saturday opening.