



- Maximising the power of sport to change lives •

PERSON SPECIFICATION

Job Title: People Developer

Essential Criteria

- *Educated to degree level or equivalent in a relevant discipline (e.g. Sports Development, Coaching, Psychology)
AND
Minimum 2 yrs. full-time (or part-time equivalent) demonstrable employment experience in the last 5 yrs leading on people development in a sports environment with a proven record of success.
OR
Minimum 3 yrs. full-time (or part-time equivalent) demonstrable employment experience in the last 6 years leading on people development in a sports environment with a proven record of success.
- *A Coaching Qualification which enables you to deliver sessions independently and / or an accredited Mentoring Qualification.
- * Minimum 2 yrs. full-time (or part-time equivalent) demonstrable employment experience in the last 5 yrs of the following:
 - Initiating, planning, designing, delivering and evaluating learning and development projects within the sports system.
 - Development, delivery and evaluation of programmes to address under-representation in the sporting workforce (coaches, officials, sports administrators and sport development practitioners).
 - In-situ support and / or mentoring of people within the sports system.
(For information on the Sport System please refer to [SportNI-Corporate Plan 2021-26](#))
- *Demonstrable experience in developing effective relationships and partnerships with a range of stakeholders to achieve strategic outcomes and deliver positive change.
- Ability to identify trends and distil a varied range of information to establish current and future priorities.

Circumstances

- *Ability to work irregular hours involving working outside normal office hours, at evenings, weekends, and Bank Holidays.
- *Valid driving license and access to a form of transport, insured to enable the post holder to carry out the responsibilities of the post in full. (This criterion will be waved in the shortlisting application form in the case of applicants whose disability prohibits driving but who have access to a form of transport approved by Sport NI.)

Desirable Criteria

- **Master's level degree or higher in Sports Coaching or equivalent.
- **Qualified Coach Educator.
- Demonstrable experience of managing staff.

Note to Applicants:

*Only those applicants who clearly demonstrate relevant achievement, experience, knowledge and understanding of essential criteria, will go forward to the next stage of the recruitment and selection process.

**Desirable criteria may also be used for shortlisting purposes.

All other essential and desirable criteria will be assessed by selection test and/or interview.