



Ocean Youth Trust Scotland

Sailing & Development Manager – Person Specification

Attributes	Essential	Desirable
Qualifications	<p>RYA Yachtmaster Offshore or Ocean with Commercial Endorsement</p> <p>RYA Yachtmaster Instructor</p> <p>MCA Eng1</p> <p>RYA First Aid certificate</p>	<p>RYA powerboat level 2</p> <p>STCW Medical Care</p> <p>STCW Firefighting</p> <p>Food Hygiene Certificate</p> <p>Youth work related qualification</p>
Experience	<p>Proven track record as Skipper of Sail Training vessels over 20m LOA</p> <p>Experience in the practical implementation and following of Vessel Safety Management Systems</p> <p>Pass or hold an OYTS Skippers Assessment prior to sailing</p> <p>Experience in, or a comprehensive understanding of, work with young people and the impacts and outcomes of youth work.</p>	<p>Experience of Instructing young people and staff on sail training vessels.</p> <p>Experience of working in a youth work or equivalent setting</p> <p>Maintenance and refit experience on large sail training vessels</p> <p>Experience in the maintenance and upkeep of diesel engines</p> <p>Experience of supporting & developing young people and volunteers</p> <p>Safeguarding qualifications or evidence of training</p>

		Experience of work in the Third or Charity sector
Skills /Abilities	<p>Good management and leadership skills and ability to direct staff, volunteers and young people with clarity and in a positive manner</p> <p>Computer literacy and ability to work to budgets</p> <p>Ability to interact with partner organisations and build confidence in what OYTS has to offer</p> <p>A team player who can work closely with a small team to deliver safely the OYTS programme</p> <p>Commercial and media awareness and a professional image.</p>	<p>An understanding of and commitment to the history, values and ethos of OYTS</p> <p>A commitment to doing the best for young people from diverse social & cultural backgrounds</p>
Personal skills, values & behaviours	<p>Clear alignment between personal and organisational values in order to champion the vision and mission of OYTS</p> <p>Passion for work with young people and sailing</p> <p>Ability to establish and maintain strong and lasting partnerships and effective working relationships with all partners, stakeholders and external organisations</p> <p>Able to manage, support and develop young people and volunteers in order for them to achieve their objectives</p> <p>Identifying and resolving own concerns and those of others, in a fair, open and inclusive manner, whilst also striving to comply fully with legal and organisational values, standards and codes of practice</p>	

	<p>Ability to work as part of a team, motivating, influencing and supporting others</p> <p>Understanding of own role and its relationship to the customer, internal and external, continuously focusing on seeking to exceed customer expectations</p> <p>Being assertive and unhesitating in taking the lead and accepting accountability for one's responsibilities; taking decisions and stating views confidently and succinctly, eliminating 'blame culture'</p> <p>Willingness to actively listen to others, actively share information and have the ability to express oneself clearly</p> <p>Executing and achieving what is promised through planning and organising priorities. Monitoring progress to ensure consistently high standards</p> <p>Ability to identify opportunities and take action to bring about improvements</p> <p>Proactively using knowledge to facilitate progress and/or assist problem solving</p>	
Other	<p>Willingness and ability to travel across Scotland and occasionally the UK</p> <p>Able to undertake regular evening and weekend commitments</p> <p>Willingness to participate in training (where relevant)</p>	