



## Walking Network Manager

### Person Specification

<b>Work and other experience</b>	<ul style="list-style-type: none"><li>• Experience of managing and leading staff</li><li>• Experience of developing and delivering learning and development/training programmes</li><li>• Experience of engaging with and supporting volunteers with other organisations.</li><li>• Experience of strategic programme development, including ensuring necessary governance and compliance processes are in place.</li><li>• Experience of managing and reporting against budgets, KPIs, and financial targets, ensuring that projects are delivered within financial parameters.</li><li>• Experience of operating at a strategic level to ensure learning is shared, and connections and opportunities for added value are identified across delivery programmes.</li><li>• Experience of collating and analysing data to assess performance and inform future delivery</li><li>• Understanding and experience of grant management</li><li>• Experience of strategic partnership working and building effective working relationships</li><li>• Experience of monitoring, evaluation and reporting on projects and initiatives</li><li>• Experience of translating policy into practice with on the ground implementation</li><li>• Experience of working with external training providers to ensure consistent service delivery</li></ul>
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<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of learning and development including training approaches and learning styles</li> <li>• Ability to mainstream and embed best practice with regard to training provided or commissioned by Walking Scotland</li> <li>• Strong outcome based project management skills, with the ability to manage multiple projects simultaneously and meet deadlines.</li> <li>• Strong communication skills, both oral and written</li> <li>• Able to develop and deliver reports and present findings to a wide range of sectors, in a variety of environments</li> <li>• Able to build partnerships and develop effective working relationships with a wide range of stakeholders</li> <li>• Able to make sound judgments and decisions considering risk, time/cost and overall benefits</li> <li>• Able to respond to challenges with a solution focused approach</li> <li>• Able to be flexible and adaptable to reflect changing business needs.</li> <li>• Possess organisational skills sufficient to autonomously manage personal and team work plan and day to day tasks.</li> <li>• Confidence and competence in utilising modern office, communications and IT skills in the Microsoft Office Suite.</li> <li>• Able to work independently using own initiative but be part of a wider team.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Self-motivated and solutions-focused with the ability and drive to take ownership of all responsibilities</li> <li>• Commitment to Walking Scotland's strategic vision and values.</li> <li>• Displays a professional approach to engaging with stakeholders, negotiating with stakeholders, running workshops/events and supporting others.</li> </ul>

**Walking Scotland  
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**Your national walking and wheeling charity.**

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