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|  | **Experience** |  | Application | Interview | Exercise |
| 1 | Can demonstrate at least 1 year's experience in planning and delivering successful community fundraising campaigns – that support and involve individuals, groups and other supporters | Essential | x | x |  |
| 2 | Can explain your experience of working in ways that recognise and respect differences, challenges inequalities, and which will empower refugees, volunteers, and colleagues | Essential | x | x | x |
| 3 | Can give examples of your successful communications across a wide range of traditional and electronic platforms and be able to explain how and why they have been successful | Desirable | x | x | x |
| 4 | Can give examples of successful communications/fundraising strategies you have been responsible for (or contributed to), and how you ensured their success. | Essential | x | x |  |
| 5 | Can describe your direct experience of migration or seeking refuge | Desirable | x | x |  |
| **Knowledge/Understanding** | |  |  |  |  |
| 8 | Can demonstrate a high level of competence with IT to support a wide range of tasks, including Word, Excel, Outlook, WordPress and social media (Facebook, Twitter) | Essential | x | x |  |
| 9 | Can evidence how you will involve people with lived experience of forced migration in the creation and communication of key messages. | Essential | x | x | X |
| 10 | Can evidence your knowledge of successful community fundraising methods and how you will ensure these will support and embody the values of LASSN | Essential | x | x | x |
| 11 | Can demonstrate your expertise in planning successful fundraising/publicity campaigns and ensuring everyone involved knows how to maximise their impact | Essential | x | x | X |
| 12 | Has an up-to-date knowledge of UK asylum policy | Desirable | x | x |  |
| **Abilities** | |  |  |  |  |
| 13 | Can demonstrate the methods you use to ensure your work is respectful, inclusive and motivates other people | Essential | x | x | X |
| 14 | Can demonstrate excellence in writing, in person, and online and for a wide variety of audiences (including communicating with people who have English as a second language) | Essential | x | x |  |
| 15 | Demonstrate how you have worked flexibly as part of a team and to build and sustain strong working relationships with a wide range of people. | Essential | x | x |  |
| 16 | Explain how you work effectively under pressure, delegate effectively, and take a "can do" approach | Essential | x | x |  |
| 17 | Fluency in a relevant community language (e.g. Arabic, Farsi, Kurdish Sorani) | Desirable | X | X |  |
| **Personal Qualities** | |  |  |  |  |
| 18 | A high degree of personal motivation and a willingness to learn new skills, take on challenges and undertake relevant training | Essential | x | x |  |
| 19 | Willingness to give and receive constructive feedback | Essential | x | x |  |
| 20 | Committed to providing an excellent service for Refugees and Asylum seekers in Leeds, in line with LASSN's Vision and Values | Essential | x | x | x |
| 21 | Willingness to work flexible hours, including some evening and weekend work | Essential | x |  |  |
| **Qualifications** | |  |  |  |  |
| 22 | Car owner/driver | Desirable | x |  |  |