



Bob Hirst:

Voluntary Sector Management and Training Consultant

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Specialisms

* Small organisations:

I work a great deal with small organisations and have a fee structure that is appropriate to their budgets. I can help with many kinds of 'management' issues, including developing organisational strategy, training of staff or Committee members, providing non-managerial support, and so on.

* Planning, monitoring and evaluating:

I've implemented feasibility studies, written business plans, developed systems for measuring progress, and undertaken a wide range of evaluations at a local, national and international level. I can help you think through your project ideas and work them up into funding applications focussing on outcomes. What are you trying to accomplish in the long term? - why and how will this project help you get there? - how will you know if you are being successful? I've had a lot of experience of working with logical frameworks and can help you use these either for your own strategising or planning or to meet the requirement of grant bodies.

Consultancy style

* Partnership and learning:

I believe in working *with*, not *for* my clients. I'll take as large or small a role in that partnership as you need. I know I learn from every consultancy I undertake. My aim is that you will benefit far more than simply obtaining some output from the consultancy, and I'm willing to provide informal training along with, or instead of, other work.

Geographical area covered

Mostly the north and midlands of England, though I seem to spend quite a bit of time in London and will travel further afield occasionally.

Work experience

My experience includes being the manager (for 13 years) of a small regional charity; working in a large national charity (2 years) managing field staff teams in a national programme; undertaking voluntary sector management consultancy work (full-time since 1994) with organisations as diverse as the European Commission, Oxfam, UNICEF and the Department for International Development, as well as many small voluntary sector organisations with a local remit.

I've a lot of recent experience of managing and designing government or other national grant schemes and of appraising grant proposals, which has been very interesting as I used to write many applications to these funding schemes myself in the past.