

Draft Person Specification

It is essential that in your written application/CV you give evidence of examples of proven experience in each of the following selection criteria listed in Part 1, the 'Relevant Experience' elements of the Person Specification.

These responses will be further developed and discussed with those candidates invited for interview, together with the other criteria listed in Part 2 of the Person Specification.

Part 1 - Relevant Experience

- Demonstrable evidence of successfully leading, inspiring, motivating and challenging a public or private sector organisation, of comparable scale and complexity, to achieve continuously improving standards of service.
- Demonstrable evidence of successfully leading transformational change of comparable scale and complexity in difficult organisational circumstances and improving performance while doing so.
- Demonstrable evidence of a successful history of developing an organisational culture that is committed to strong performance, delivering high standards and quality services, innovation and customer service taking into account the diversity agenda.
- Demonstrable evidence of successfully establishing a performance culture based on innovation, efficiency and customer service.
- Demonstrable evidence of successfully shaping and then leading on the delivery of service outcomes reflecting the needs of users, while ensuring that value for money and efficiencies are delivered in line with political expectations.
- Demonstrable evidence of successfully leading large regeneration and housing development projects of comparable type, scale and complexity to time, budget and required quality.
- Demonstrable evidence of successfully acting as an appropriate role model and of using a strong intellect along with high levels of persuasion, influence, convictions and energy to lead and inspire staff at all levels towards a common vision and the delivery of exceptional standards.
- Demonstrable evidence of experience of successful partnership working with a wide range of communities, partner organisations, private sector providers, public agencies, voluntary bodies and statutory authorities.

Part 2 - Key Competencies and Behaviours

as reflected in the Role Competency Profile, and to also include:

- Excellent leadership and management skills, including ability to delegate appropriately.
- Strong interpersonal skills and the ability to influence and persuade.
- Business acumen.
- High level communication, networking and ambassadorial skills.
- Strong personal commitment to the delivery of first-class services.
- Vision and creativity.
- Ambitious, energetic and highly motivated.

- Visible, approachable and accessible; resilient, determined and confident.
- Aware of own strengths and weaknesses and committed to addressing areas requiring development.
- The tenacity to continue to develop a shared management team which harnesses the strength and best practice from both management teams and organisations.