



**Person Specification**

	Description	Essential/ Desirable		Method Application Interview, Test
<b>Experience</b>				
1.1	Significant experience as a senior director or as a Chief Executive in local government or similar public sector organisation with a track record of success as a senior manager	Essential	✓	A/I
1.2	Successful corporate leadership with significant track record in strategic planning and performance management leading improved outcomes for local people	Essential	✓	A/I
1.3	Successful working with elected members or stakeholder and in building relationships of trust	Essential	✓	A/I
1.4	A track record of achievement in partnership working with a wide range of stakeholders	Essential	✓	A/I
1.5	Establishing effective relationships with multicultural communities and in dealing confidently with diversity issues	Essential	✓	A/I
1.6	Successfully leading organisational change to achieve major improvements	Essential	✓	A/I
1.7	Success in financial, people and resource management of a significant scale and complexity	Essential	✓	A/I
2.1	A clear understanding of the major challenges in local government and of the current social policy issues to be faced in a multicultural urban environment	Essential	✓	I/T
2.2	Strategic planning and performance management systems including external inspections	Essential	✓	I/T
2.3	Legislative and financial frameworks within which local authorities operate	Essential	✓	I
2.4	High level of understanding and commitment to diversity issues.	Essential	✓	I/T

	Description	Essential/ Desirable	 disability confident EMPLOYER	Method Application Interview, Test
<b>Knowledge</b>				
3.1	Has highlight developed leadership skills to inspire commitment from team's individuals throughout the council.	Essential	✓	I/T
3.2	Has high personal credibility and political sensitivity to work with elected members and a wide range of key stakeholders.	Essential	✓	I/T
3.3	Demonstrates a well developed strategic perspective that can be applied to achieve results in a broad range of corporate, community and services issues.	Essential	✓	I/T
3.4	Has the ability to plan, organise and review corporate systems and structures to deliver results and achieve continuous improvement.	Essential	✓	I/T
3.5	Can lead major changes in an inspirational way.	Essential	✓	I/T
3.6	Communicates clearly and effectively to a range of audiences and is confident in dealing with the media.	Essential	✓	I/T
3.7	High interpersonal, influencing and persuasive skills and is a good negotiator.	Essential	✓	I/T
3.8	Can build effective partnerships with a wide range of stakeholders.	Essential	✓	I/T
3.9	Shows sound judgement, balanced decision making and had good analytical skills.	Essential	✓	I/T
3.10	Committed, robust, resilient and has the drive and energy to achieve results within a challenging and complex environment	Essential	✓	I/T
<b>Key competencies</b>				
4.1	Degree or equivalent qualification	Essential	✓	A
4.2	An appropriate professional qualification	Desirable		
4.3	Management qualification	Essential	✓	A
4.4	Evidence of continuing professional development	Essential	✓	A