# Person Specification for Director – Corporate Services

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|  | **Essential (E) or Desirable (D)** | | | |
| Qualifications and Experience   1. Educated to degree level and/or equivalent qualification or experience. 2. Management, or other relevant post graduate qualification, or other evidence of continuous professional development 3. Demonstrable experience of introducing new ways of working and delivering transformational change. 4. Demonstrable experience of effective collaborative working with external partners and stakeholders and developing effective relationships. 5. Successful experience of leading organisational development programmes including leadership and management development which support our cultural and behavioural framework and result in improvements in managing performance at individual and team levels. 6. Proven experience of leadership on the Equality, Diversity and Inclusion Agenda to promote diversity and ensure the workplace is free from discrimination. 7. Demonstrable experience of ensuring high levels of probity, transparency and governance.      1. Demonstrable delivery of a diverse range of activities and developments that have scale, complexity and challenge.      1. Demonstrable success in the management and development of people within a similar sized organisation.      1. Demonstrable success of implementing both service redesign and improving service standards. | E    D    D    D    E    E    E    E | AP | AS | INT |
| X    X    X    X    X      X    X    X | X              X | X    X    X      X    X    X |
| Leadership and Personal Qualities   1. An inspirational, enthusiastic and highly motivated leader who can lead by example and can engender trust amongst staff, local communities and partners. 2. A strong team player who works collaboratively and adopts an enabling and empowering approach. 3. Has a clear vision for services with the ability and drive to deliver and take forward the organisation’s | E      E      E | X | X      X      X | X      X      X |

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| corporate priorities.   1. Outstanding communication and interpersonal skills combined with highly developed networking, negotiation and presentation abilities 2. A strategic thinker to ensure the Council is well placed to respond positively and proactively to emerging challenges and opportunities 3. Demonstrate a commitment to local democracy, community engagement and accountability 4. Operate at the highest level of probity and demonstrate a total commitment to tackling inequalities 5. Embraces ongoing personal development. | E    E      E    E    E | X    X      X | X    X | X    X      X    X    X |
| Knowledge/ Skills / Abilities   1. An appreciation of the current social, economic and political trends in a local and national context that have implications for local government services. 2. The skills and competence to provide leadership to empower, enable, develop and motivate the workforce. 3. Ability to personally lead organisational change and develop a positive collaborative culture. 4. Ability to develop a clear consistent narrative for the Council which draws together all strategies and plans into a consistent and easy to understand message. 5. Ability to understand the needs of local residents and businesses and ensure a listening approach is adopted.      1. An ability to be enterprising in approach and support innovatory ideas and approaches to service delivery 2. Strategic thinker with strong operational focus to help support the | E      E    E    E    E    E    E    E | X      X    X    X    X    X    X    X | X              X | X      X    X    X    X    X    X    X |
| delivery of key services and strategies     1. Ability to initiate and implement effective strategies designed to achieve success and meet the Councils objectives. 2. Ability to balance strategic leadership and operational management. 3. Strong political acumen and sensitivity acquired through significant experience of working within a political environment. 4. Ability to win the hearts and minds of a dedicated workforce. | E    E    E    E | X    E    X    X | X    X | X    X    X    X |

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| AP - Application | AS - Assessment | INT – Interview |