

## PERSON SPECIFICATION

### Strategic Directors

**As part of the selection process, candidates will be judged against the following criteria requirements;**

1. A strong commitment to a 'one Council' organisational culture and a determination to work effectively within the new environment and with the Strategic Management Board to deliver the Council's corporate business plan within budget.
2. A proven ability to both think and operate as a strategic leader and to provide clear, timely and effective advice on strategic issues and policy initiatives.
3. A track record of successful management and leadership within the local authority environment on operational and/or support functions.
4. A track record of improving organisational performance both in terms of best value and local performance indicators, together with the ability to intervene to improve performance in individual operational and support services where that is necessary.
5. A record of successful change management both in organisational terms and in respect of promoting change in particular issues (e.g. implementing legislation).
6. Excellent people and communication skills;
  - As a manager of staff
  - In terms of relationships with Members
  - As an ambassador for the Council in terms of relations with the community generally, public and private sector organisations, government departments, inspectors etc.

In particular, to be able to explain complex issues clearly, orally and in writing, to ensure people are properly briefed and to have good negotiating and influencing skills.
7. Ability to advise Members and staff on the range of sensitive and difficult issues which arise in the local authority environment; ability to support Heads of Service and other Senior Officers with regard to problem solving and, where necessary, retrieving difficult situations.
8. Ability to act successfully as a programme director for a suite of projects and to ensure that projects are delivered on time and within budget.
9. Ability to recognise what is required in terms of service plans to deliver the Council's business strategy, and to monitor and take corrective action as necessary throughout the life of the plan to ensure delivery on time and within budget.
10. A substantial professional qualification or suitable degree.