

CHIEF EXECUTIVE

PERSON SPECIFICATION & METHODS OF ASSESSMENT

Methods of Assessment key:

A: Application **C:** Certificates **I:** Interview **T:** Tests (presentation/group discussion/written task)

CRITERIA	METHOD OF ASSESSMENT			
	A	C	I	T
Qualifications				
Essential				
A degree or equivalent full relevant professional qualification	√	√		
Evidence of continuing management development	√	√		
A management qualification equivalent to NVQ Level 7 or equivalent	√	√		
Desirable				
Relevant post-graduate qualifications	√	√		
Experience	A	C	I	T
Essential				
Considerable and extensive experience at a strategic senior management level in a complex organisation	√		√	
A track record of improving performance and standards of service	√		√	
An in-depth knowledge of the present working of Local Government	√		√	
Able to demonstrate success in planning and implementing change	√		√	√
Experience of securing service improvement through partnership and community engagement	√		√	
Experience of leading and understanding place making and growth at a strategic level	√		√	
Desirable				
Strategic senior management experience in more than one sector	√		√	
Strategic management experience in a similar sized district authority	√		√	
Experience in leading corporate carbon neutrality agendas	√		√	

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Aptitudes/Skills	A	C	I	T
Essential				
Ability to demonstrate the skills to provide objective, relevant and perceptive advice regarding strategic management issues and options			√	√
Ability to harness the energy of individuals, communities and partner organisations to improve the Council's performance			√	
Strong leadership skills in a strategic and political setting			√	√
Strategic vision			√	
Ability to drive continuous improvement through creative thinking and innovation	√		√	√
Ability to demonstrate skills in efficiency development and cost reduction			√	
Effective communication and reputation management skills			√	√
Highly developed skills in building partnerships across organisational boundaries				
Personal Qualities:	A	C	I	T
An effective communicator, persuader, influencer, motivator, innovator and leader			√	√
A strong customer focus			√	√
The ability to maintain high professional and personal standards whilst managing conflicting pressures and a high workload			√	
A high degree of political sensitivity, awareness and the ability to be objective and impartial			√	
Able to build and maintain effective working relationships inside the Council and the Community			√	
Other essential skills (not specified above)				
Commitment to the principles of equality, diversity, Risk Management and Health and Safety				
Ability to travel as required to efficiently fulfil the needs of the role				
Personal commitment to public service				

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