

CHARNWOOD BOROUGH COUNCIL

PERSON SPECIFICATION

POST: Strategic Director

POST NO:

Key to criteria identification: 1 = Application Form, 2 = References,
3 = Selection Centre and Interviews

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW IDENTIFIED
EXPERIENCE		1 + 2 + 3
➤ A proven track record of successful strategic leadership and the direct management and development of senior professional staff.		
➤ Evidence of successful leadership and delivery of major corporate, high profile, and cross boundary projects in a service – led organisation.		
➤ Experience of the establishment of a positive performance culture that has delivered a transformational step change in organisational performance.	➤ Evidence of successful development and implementation of strategies, policies and performance management systems that deliver high quality, customer focused services and translate organisational ambitions into real achievements	
➤ A proven record of successful contribution to corporate management and the development of corporate objectives, policies and strategies.		
➤ Evidence of developing successful working relationships with Executive Members or an Executive Board		
➤ Evidence of successful participation in the development and implementation of innovation, best practice and value for money initiatives		
➤ Evidence of successful resource and financial management, including the resolution of conflicting priorities		
➤ A record of success in communicating and engaging with a wide range of internal and external bodies		
➤ A successful track record of building partnerships with external organisations to deliver shared aims and objectives		

SKILLS, KNOWLEDGE AND ABILITIES		1 + 2 + 3
➤ Ability to think, plan and act strategically and corporately, with a creative approach to problem solving and delivery in testing circumstances and with competing priorities.	➤ A clear understanding and knowledge of local government, including its legal, financial, social and political context, political processes.	
➤ Demonstrable ability to lead, motivate and challenge others to high performance, especially in periods of turbulent and transformational change.		
➤ Able to work openly and inclusively with others, influencing them and building positive relationships with elected members, partners and colleagues		
QUALIFICATIONS		1
➤ A relevant professional qualification at degree level or equivalent experience working at a senior/director level. Evidence of continuing personal development relevant to a senior management role	➤ An MBA or other general management qualification	
INTERPERSONAL SKILLS		2 + 3
➤ Ability to develop, communicate, persuade and gain ownership for a new clear vision and direction		
➤ A strong and effective leader, who inspires others to work together, leads by example and is an effective communicator, determined, positive and approachable		
➤ Successfully present ideas and concepts to influence outcomes		
DISPOSITION and ATTITUDE		2 + 3
➤ Embodies the Council's Values in their day to day working		
➤ A corporate player and strategic thinker who can work collaboratively across boundaries and achieve performance and results through others		
➤ An enthusiastic and effective ambassador for the Authority, its		

stakeholders and partners.		
➤ A professional attitude that demonstrates integrity and credibility		
➤ Highly motivated with stamina, resilience and the ability to handle conflict in an appropriate professional manner.		