

PERSON SPECIFICATION CORPORATE DIRECTOR

	ESSENTIAL	DESIRABLE
Qualifications	Management Qualification	First Degree
Training	Commitment to continuing professional development and education	Evidence of management training and development
Experience	<p>Management and delivery of services within the Council</p> <p>Budgetary and financial management of a local authority at a high level</p> <p>Implementation of performance management systems</p> <p>Demonstrable achievements in improvements in service delivery and best value</p> <p>Understanding and implementation of change management</p>	<p>Partnership working with external organisations</p> <p>Understanding of communications and public relations</p>
Knowledge, skills, abilities	<p>Strategic issues in local government and the services in the Council and Partners</p> <p>Local government policy, legislation, budget issues, management and equalities practice</p> <p>Strategic management and leadership skills</p> <p>Strategic thinking and operational resourcefulness</p> <p>Bias towards action with a user/customer focus</p> <p>Ability to engender public and professional confidence</p> <p>Awareness of and responsiveness to, organisational and member politics</p> <p>The ability to deliver projects and programmes</p> <p>Highly developed presentation skills</p> <p>High level communication skills within and outside of the organisation.</p> <p>High level influencing skills.</p> <p>Ability to understand cross service and cross agency issues.</p> <p>Flexibility and adaptability</p> <p>Ability to resolve problems and deliver at pace</p>	

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Behavioural Anchors	<p>Enthusiasm, commitment and determination to engender continuous improvement through change</p> <p>Customer focused attitude to service delivery</p> <p>High levels of energy and conscientiousness</p> <p>Negotiating and influencing style, confident and open personality</p> <p>Facility and enthusiasm for collaborative working; team working focus, holistic approach, emphasis on corporate vision rather than 'turf issues'</p> <p>An appetite for innovation and problem solving</p> <p>Consistency in performance and judgement</p>	