

## Person Specification

### Corporate Director - Communities

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential (√).

Attributes	Requirements	Essential	Method of Evaluation / Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• A professional qualification in a relevant discipline or substantial experience in managing front line service delivery.</li> </ul>	(√)	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> <li>• Proven track record of management development.</li> </ul>	(√)	
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Substantial evidence of continuing professional development.</li> </ul>	(√)	Application, interview and assessments.
	<ul style="list-style-type: none"> <li>• Substantial experience at senior management level in a strategic/operational role</li> </ul>	(√)	
	<ul style="list-style-type: none"> <li>• Substantial experience of working with a variety of stakeholders, partnerships and representatives from public and private organisations.</li> </ul>	(√)	
	<ul style="list-style-type: none"> <li>• An understanding of the pressures of managing services.</li> </ul>	(√)	
	<ul style="list-style-type: none"> <li>• Experience of the democratic decision-making process and driving productive working relationships with elected members</li> </ul>	(√)	
	<ul style="list-style-type: none"> <li>• Sound knowledge of operating within a performance management framework, including measuring service performance and outcomes and</li> </ul>	(√)	

Attributes	Requirements	Essential	Method of Evaluation / Testing
	<p>the development of specific measures to support achievement.</p> <ul style="list-style-type: none"> <li>• Practical experience of undertaking specific policy driven tasks and providing advice across a broad range of services.</li> <li>• Wide experience in establishing, providing and implementing service / business plans.</li> <li>• Evidence of participation in development of policy at a local government/regional level.</li> <li>• Awareness and understanding of government strategies for the development and improvement of services.</li> <li>• Managing and leading teams often with a multi-disciplinary context.</li> <li>• Effectively overseeing large and complex revenue / budgets and other associated financial / budgetary data.</li> <li>• Experience of leading significant organisational/ transformational service change.</li> </ul>	<p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p>	
<p><b>Skills &amp; Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• Good strong leadership qualities, with evidence of participative management styles – team leader, player and developer.</li> <li>• Ability to lead and manage a major service portfolio.</li> </ul>	<p>(√)</p> <p>(√)</p>	<p>Interview and assessments.</p>

Attributes	Requirements	Essential	Method of Evaluation / Testing
	<ul style="list-style-type: none"> <li>• Ability to demonstrate a commitment to corporate working.</li> <li>• A personal commitment to providing /enabling delivery of high quality services to customers/clients.</li> <li>• Ability to embrace new ways of working in order to sustain services.</li> <li>• Confidence in managing in an environment of continuous change.</li> <li>• Good effective interpersonal skills that are likely to inspire confidence with council members, employees and partners.</li> <li>• Excellent verbal, written and presentation skills.</li> <li>• Proven adaptability/flexibility.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul>	<p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p> <p>(√)</p>	