

GROUNDWORK CHANGING PLACES CHANGING LIVES



PERSON SPECIFICATION

JOB TITLE: Chief Executive

Factor	Criteria No	Criteria	Ranking	Criteria to be tested by...(tick as appropriate)						
			(Essential/ Desirable)	Application Form	Interview	Presentation	Practical Exercise	Work Simulated Test	Certificate	
Education & Qualifications	1	Educated to degree level or equivalent	E	x						x
	1	An experienced senior leader who has worked in complex, dynamic environments and with senior stakeholders from a range of sectors.	E	x	x					
	2	Excellent people management skills	E	x	x					
	3	Experience of successful strategy formulation and implementation	E	x	x					
	4	A strong track record of delivering results	E	x	x					
	5	Credibility and ability to build successful relationships with key partners at a senior level	E	x	x					
	6	Commitment to high performance and service delivery	E	x	x					
	7	Experience of strategic planning and performance management techniques	E	x	x					
	8	Sound understanding of the environmental agenda and the economic and social factors impacting our communities	E	x	x					

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Knowledge & Experience	9	Committed to equality, diversity and inclusion	E	x	x				
	10	Financially literate with experience of setting and achieving income targets through the development of new services and securing funding.	E	x	x				
	11	Initiating and successfully implementing organisational change and improvements	E	x	x				
	12	Experience of working with boards and demonstrable understanding of the role of Chief Executive	E	x	x				
	13	Able to demonstrate understanding of the principles of charity governance – or your ability to develop that understanding quickly.	E		x				
	14	Experience of delivering organisational growth	D	x	x				
	15	A track record in developing regeneration/community initiatives and programmes	D	x	x				
	16	Knowledge of socio-economic landscape across the North East and Cumbria.	D	x	x				
	1	An inspiring, engaging, visible and motivational leader	E		x				
	2	Demonstrable understanding and commitment to the key role which a leading charity plays within the community	E	x	x				
	3	Significant customer and community engagement experience, ensuring that the customer voice is heard and acted upon	E	x	x				
	4	Influence and impact — excellent inter-personal skills with the ability to persuade and influence key decision makers, both internally and externally	E	x	x				
	5	An excellent communicator, able to build strong relationships with all stakeholders	E	x	x				

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Skills & Ability	6	Ability to create a culture which is open to change, opportunities and innovation	E		x				
	7	Analytical skills — have proven analytical skills and the ability to apply them effectively to practical problem solving	E		x				
	8	Upbeat, motivated by difficult challenges, and tenacious in solving them.	E		x				
	9	Strategic thinking — ability to anticipate, interpret and develop innovative responses to national and local agendas. Takes a long-term view.	E	x	x				
	10	Collaborative and entrepreneurial	E	x	x				
	11	Consultative management style with a record of team building and development	E	x	x				
	12	Personal resilience and integrity — capacity to cope with ambiguity, uncertainty and pressure	E		x				
Additional	1	Ability to demonstrate an understand of and commitment to safeguarding in parctice.	E	x	x				
	2	Full Driving Licence	D	x					
	3	An appreciation and commitment to Health and Safety issues in the workplace	E	x	x				