

# Recruitment person specification

Post being recruited for:

**Strategic Change Manager – Partnerships and Prevention**

## Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

## Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Experience leading and delivering complex change programmes within a large, multi-agency environment.	A background in mentoring staff and building an organisation's collective capacity for sensemaking, ensuring that the skill is not limited to a few senior individuals.
	Demonstrable track record of successfully engaging with, influencing, and managing diverse stakeholders at a senior and executive level and facilitating dialogue to create a shared awareness and understanding of complex situations.	Experience of managing budgets and resources effectively within a complex project or programme environment.
	Experience of working in an agile environment and embedding agile, continuous learning approaches to drive larger strategic initiatives.	Experience of multi partnership working across organisational boundaries
	Proven experience in a management role, overseeing a portfolio of change projects and managing multidisciplinary teams.	

<b>Knowledge, skills and understanding</b>	Exceptional leadership, motivational, and people management skills, with the ability to build high-performing, resilient teams.	Systems leadership principles and practice
	Superb strategic thinking, analytical, and problem-solving skills, capable of navigating complexity and ambiguity to define clear direction.	Knowledge of community planning
	Excellent written and verbal communication skills, including the ability to write high-level reports and deliver compelling presentations to boards and committees.	Understanding of sensemaking, human learning systems and/or other incremental learning approaches
	Highly developed programme management and organisational skills, with the ability to manage multiple workstreams concurrently and drive delivery of outcomes.	Understanding of the Liberated Methodology
<b>Qualifications and training</b>	Relevant degree (e.g., Business Administration, Public Policy, Organisational Development) or equivalent significant senior professional experience.	Certified in a recognised change management methodology (e.g., Prosci Certification, APMG International Change Management Certification) or equivalent.
		Project or programme management qualification (PRINCE 2, MSP, Agile, etc.)
<b>Job specific requirements</b>	Experienced in conducting high-quality research, including methods for gathering qualitative, narrative-based data to identify weak signals and emerging patterns that quantitative metrics alone might miss, Using those insights to advise senior leaders and shape policy or strategy.	
	Experience in developing and driving adaptive change management strategies that can quickly pivot in response to new information and changing circumstances, rather than adhering to rigid, long-term plans.	
	Outstanding interpersonal, negotiation, and conflict resolution skills, with the ability to navigate situations sensitively in political environments.	
	Growth and learning mindset, with enthusiasm and drive to continually develop.	

	Regular cross city travel to engage with stakeholders	
--	---	--