

Personal Specification

Strategic Finance Partner

Council Core Competencies

These Council Core Competencies apply to all positions:

- Being Customer/Client Focused
- Working Effectively with Others
- Managing Change
- Taking Ownership and Responsibility
- Communicating Effectively
- Planning and Decision Making

These Council Core Competencies apply to positions with responsibility for managing people or resources:

- Leading Others
- Managing Performance and Developing others
- Political Sensitivity

Essential	Desirable
Knowledge, Skills and Understanding	
Expert and detailed knowledge of legislative and accounting framework for local government in Scotland	Experience of working in Finance at a senior level in a large, complex organisation
Ability to design long-term financial plans, policies and strategies to meet organisational demands	Understanding of public sector finance and policy context
Strong understanding of financial, data and project governance frameworks	Knowledge of management accounting best practice, including zero-based budgeting, prevention and demand management approaches
Strong understanding of financial modelling, investment appraisal and options analysis	Knowledge of service redesign methodologies and continuous improvement frameworks (e.g. Lean, Six Sigma)
Ability to diagnose complex organisational, financial and service	Understanding of business intelligence platforms, dashboards and monitoring frameworks

challenges and develop practical solutions	
Strong understanding of performance frameworks, KPIs and financial reporting	Detailed knowledge of HRA and Loans fund accounting
Strong analytical and problem-solving skills	Knowledge of financial planning tools and advanced analytics, including predictive modelling and scenario analysis
Ability to lead a team of finance professionals	Awareness of emerging technologies such as AI and machine learning in finance and analytics
Qualifications and Training	
Professionally qualified accountant (e.g. CIPFA, ACCA, ICAS or equivalent)	Evidence of relevant continuing professional development
	Degree or qualification in related field
Job Specific Requirements	
Ability to work collaboratively to deliver integrated solutions	Experience of working within local government or public sector
Ability to design and evaluate options, including financial, operational and outcome impacts	Experience of delivering transformation, service redesign or improvement programmes
Strong communication and stakeholder engagement skills, including working with senior leaders, services and external partners	Experience of working on major capital programmes or infrastructure projects
Ability to translate complex financial and service information	Ability to support the development of a data-driven culture and improve data and financial literacy across the organisation
Ability to lead or support cross-service initiatives and strategic projects to achieve organisational objectives	
Ability to identify opportunities for innovation, efficiency and demand reduction	