

Recruitment person specification

Post being recruited for: CORPORATE STRATEGIC LEAD GENERIC

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	<i>Demonstrate extensive management experience</i> <i>Significant experience of leading programmes and projects in a complex environment</i> <i>Detailed understanding of the principles of governance and delivery</i> <i>Significant experience in the application of service transformation</i>	

Knowledge, skills and understanding	<p><i>Ability to demonstrate an innovative and proactive approach to service redesign and delivery</i></p> <p><i>Ability to demonstrate creative and constructive approaches to resolving issues and conflict</i></p> <p><i>Ability to analyse data and make knowledge based decisions</i></p>	<p><i>Knowledge and understanding of public sector policy and professional guidelines</i></p>
Qualifications and training	<p><i>Qualified to degree or post degree level or equivalent of training and experience in a relevant discipline</i></p> <p><i>Have a project or programme management qualification (e.g. MSP or Prince 2)</i></p>	
Job specific requirements	<p><i>Ability to manage complex programmes</i></p> <p><i>Ability to provide expert advice and guidance at management levels</i></p> <p><i>Ability to forward plan and work within a budget</i></p> <p><i>Understanding of the current responsibilities, legislation and standing orders and ensure compliance across the team</i></p> <p><i>Ability to identify and evaluate the risks associated with programme activities and mitigate against these</i></p> <p><i>Ability to develop and maintain close working relationships with a range of colleagues and stakeholders</i></p>	