

## Person Specification

Please note that it is absolutely essential that in your expression of interest you give evidence or examples in each of the appointment criteria listed under Part One of the Person Specification. It will also be helpful if you explain your motivation for and interest in applying for this post. At interview, these responses will be further developed and discussed along with elements in Part Two of the Specification

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## Post: Assistant Director, Prevention

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### Ref:

### Part One Experience

1. Track record of senior leadership of multiple, major service areas, delivering successful outcomes through collaboration, engagement and enablement of staff, service users and other stakeholders.
2. A proven track record of consistent and demonstrable achievement at a senior management level within a comparable organisation and with a highly developed understanding of the issues facing adult social care.
3. Experience of leading and delivering complex communications and engagement activity for a high profile, customer-facing organisation, ensuring that communications needs of service-users, members and staff are met.
4. A proven track record of working effectively within a political environment, providing clear, balanced advice and guidance on strategic issues that achieve service objectives.
5. Evidence of playing a key role in transforming the delivery of a service through strategic leadership, collaboration across services with partners/stakeholders and use of innovation.
6. Experience of leading by example in establishing and maintaining an outcomes focused team developing staff potential and addressing underperformance and inefficiency whilst leading innovation and change.
7. A track record of working in and forging successful partnerships with a wide range of internal and external bodies including other local authorities, private and voluntary sectors.

### Skills, knowledge and aptitude

6. Leads and exemplifies co-operative values and ways of working.
7. Understanding of national policies, statutory requirements, relevant frameworks and accountabilities in local government relevant to Adult Social Care.
8. Demonstrable experience of working successfully in a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale.

9. Established successful networks of influence which can be harnessed to support the work of the Council.

## **Part Two**

### **To be explored at Interview**

1. Evidence of an open and collaborative management style which values the contribution of others and motivates and enables them to achieve their potential and make a difference.
2. Demonstrable ability to analyse financial information and complex issues within a political environment utilising an evidence-based approach to understand the issues and work cooperatively to help people meet their needs.
3. Leading creativity and innovation to deliver outcomes with a clear understanding of the values at the heart services.
4. Excellent written and oral communication, presentation and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences.
5. Personal and professional credibility with all stakeholders including service users and staff, partners, providers and elected members that inspire confidence in the Council.
6. Awareness of local, regional and national political and economic context impacting on local government

### **Disposition**

Displays a personal commitment and leadership approach to delivering the council's values of:

- Fairness
- Proud
- Ambitious

### **Special Requirements**

1. Able to work whatever hours are reasonable and necessary.
2. DBS Clearance
3. Able to work as part of the Council's Major Incident Duty Rota