

**Director of Housing & Communities
Person Specification**

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Educated to degree level or equivalent with an appropriate professional qualification and proven evidence of continuing professional development;
- Substantial relevant experience in leading and developing a range of services at a senior level in a highly regulated and multi-stakeholder environment;
- Experience of developing and implementing complex strategies and policies that have resulted in improved outcomes for residents or other key stakeholders;
- Demonstrable experience of leading, managing and motivating staff to deliver high quality and value for money services with a clear resident focus;
- Experience in effectively managing demand for services taking into account need and resources available;
- Well developed technical, professional and legislative knowledge and understanding of national policies, statutory requirements, relevant frameworks, regulations and accountabilities in the housing sector and related services;
- Able to work effectively in a political environment with a substantial degree of political awareness and sensitivity, providing clear professional advice and rationale.

Part B

The following criteria will be further explored at the interview stage:

- Your commitment to improve the safety and wellbeing of tenants and service users through the provision of excellent landlord services;
- Your written and oral communication, presentation and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences;
- Your experience and knowledge of social housing, specifically the current challenges and risks facing Councils;
- Your experience and ability to foster an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference;
- Your achievements in producing measurable results in a political environment;
- Strong business acumen with well developed financial and risk management skills and a track record of transformation of services to deliver improved value for money and more efficient ways of delivering outcomes;
- Your knowledge of sector, social and economic issues relevant to the role;
- Personal and professional credibility with all stakeholders including residents and colleagues, regulators, partners, providers and elected members that inspire confidence in the Council;
- Your motivation for applying for this role.

Disposition

Displays a personal commitment and leadership approach to delivering the Council's values of;

Proud – we take pride in and celebrate each other's achievements;

Fair – we are honest and treat people equal to their needs;

Ambitious – we are passionate, determined, enthusiastic and want to succeed.

Additional Requirements

Ability to work whatever hours are reasonable and necessary

Politically restricted post

Able to participate in the MIDO strategic-on call rota