

DRAFT

PERSON SPECIFICATION

DIRECTOR OF ADULT AND SOCIAL CARE

Experience

- A successful track record and background of consistent achievement as a senior manager, in a large and diverse service area, engaged in the delivery of services relevant to adult services.
- Evidence of success in strategic management and leadership and the ability to achieve excellence in the management and leadership of major change related to the entire adult services agenda.
- Experience of high-level participation in the corporate affairs of a large complex, multi disciplined and challenging organisation.
- Proven record of formulating, leading and implementing strategies and programmes, which cross service boundaries through the delivery of major projects.
- Significant experience of successful financial management, including the successful evaluation of competing budgetary priorities and targeting of resources.
- Evidence of commitment to continuous and fundamental improvement and a track record of effective leadership and management of culture change.
- A proven track record of effective partnership working involving negotiating, communicating and working jointly with a wide range of internal and external bodies to achieve the corporate and service objectives.
- A proven track record of working effectively within a political environment, providing clear, balanced advice and guidance on strategic issues that achieve the corporate and service objectives.
- Evidence of clear understanding of the workings of local government and the legal, financial and political context of public sector management.
- Demonstrable commitment to, and achievement of, equality and diversity issues in public sector services, and a track record of successful development and delivery of policies and practices promoting equality of opportunity in both employment and service delivery in a large and complex organisation.

Knowledge, Ability and Skills

- An in depth understanding of the legislative framework, best practice and contemporary issues in delivery of services to vulnerable adults and their carers.
- An in depth understanding of the need for a strong customer focus and how this translates into practice, with the ability to establish and sustain positive relationships that generate the highest levels of confidence, respect, credibility and trust.
- High-level analytical skills with the ability to exercise sound judgement in seeking creative solutions to complex problems.
- High-level leadership and ability to inspire motivate and develop employees and teams in a performance led organisation.
- Excellent interpersonal and presentational skills, with the ability to communicate effectively to a wide range of audiences and communities.
- Ability to anticipate, interpret and manage major organisational and culture change and achieve results through influence and negotiation.
- Ability to work across boundaries and inspire employees, schools, agencies, other key partners, service providers and the wider community to deliver the highest level of achievement and care for vulnerable adults.
- Ability to work as an integral part of corporate management team and balance the needs of the Department of Adult Social Services with the needs of the Council as a whole.
- Ability to operate effectively within the democratic process, maintaining effective working relationships with Members and commanding their trust and confidence.

Personal Qualities

- Passionate and energised by delivering outcomes for vulnerable adults.
- Committed to equality of opportunity in employment and service delivery.
- Strong leadership style, which enthuses and inspire others.
- Strategic thinker and doer.
- Personally resilient.
- High level of drive and motivation to achieve.
- Committed to public service.