

## **DRAFT**

### **PERSON SPECIFICATION**

#### **DIRECTOR OF HOUSING AND COMMUNITY 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 community and/or housing 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 community and/or housing services.
- 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**

- Understanding of the legislative framework, best practice and contemporary issues in housing services.
- 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, agencies, other key partners, service providers and the wider community to deliver the highest level of achievement and care for service users/.
- Ability to work as an integral part of corporate management team and balance the needs of the Department of Housing and Community Care 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 service users.
- 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.