

### Person Specification

		<b>Application Form</b>	<b>Interview</b>	<b>Assessment</b>
<b>Qualification</b>	CIPD qualified.	X		
<b>Experience</b>	Undertaking a major HR role in a large unionised environment.	X	X	
	Management of successful organisational and cultural change within a large complex organisation.	X	X	
	Experience of advising Senior Management and Members on a wide range of sensitive and complex HR and Diversity issues across service delivery and employment.	X	X	
	Experience of developing and managing major Corporate organisational and development initiatives.	X	X	
	Experience at a senior level in the development of business plans effective management of service level agreements, significant budgets, and staff numbers.	X	X	
	Experience of leading, managing and developing staff.	X	X	
<b>Knowledge, skills and abilities</b>	A good understanding of current thinking on a wide range of HR, Diversity and management issues.	X	X	
	A good understanding of the current HR & Diversity challenges facing Local Government and the main options for dealing with them.	X	X	
	Ability to analyse and interpret complex written and financial information.			X
	Ability to manage varied services and responsibilities and to prioritise effectively.	X	X	
	Strong interpersonal skills, ability to persuade and influence others.		X	X
	Enthusiasm, drive and commitment to achieving successful outcomes.		X	X
	Able to make sound and timely decisions based on an analysis of the relevant information.			X
	A personal commitment to the concept of HR & Diversity playing a key role in the development and perception of the Council as a good employer.	X	X	
	Ability to work effectively in a political environment and establish positive relationships with councillors, senior managers, staff, external partners and interest groups which establish confidence, credibility and trust.	X	X	