Lewisham CMYK.pdf

**Person Specification**

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| Job Title | Chief Executive | | | | Directorate |
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| Post Number |  | | | | Division |
|  |  | | | |  |
| Grade | CE | Salary | |  | Section |
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|  | | | | | | |  | Essential / Desirable | Verified By |
|  | | | | | | |  | E / D | A,C,TI,F,ST,TE,R |
| **KNOWLEDGE** | | | | | | |  |  |  |
| A detailed knowledge and understanding of the role of local government within wider public service provision, including the nature of its statutory responsibilities. An appreciation of the difference a high performing local authority can make to the lives of its residents. | | | | | | |  | E | A,TI,F,R |
| A deep understanding of the complex network of partnerships, contractual relationships, third sector and community involvement in providing quality public services. | | | | | | |  | E | A,TI,F,ST,R |
| A depth of knowledge of the financial framework in which local government operates, the constraints and opportunities which exist and strong and robust commercial awareness. | | | | | | |  | E | A,TI,F,R |
| A clear understanding of the political environment in which both the local authority and Chief Executive operate. In particular a full understanding of the role of a directly elected mayor and the implications for both governance and working relationships. | | | | | | |  | E | A,TI,F,R |
| A deep understanding of the complex dynamics of local government in London. | | | | | | |  | E | A,TI,F,ST,R |
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| **EXPERIENCE** | | | | | | |  |  |  |
| Significant and demonstrable achievement at a senior level within a large and complex public services oriented (or similar) organisation. | | | | | | |  | E | A,TI,F,ST,R |
| Experience of managing resources effectively to deliver identifiable outcomes - to include the management of people, finance, land and buildings. | | | | | | |  | E | A,TI,F,TE,R |
| Leadership of significant successful change programmes which have delivered sustainable service improvements, and or significant financial savings, with measurable outcomes. | | | | | | |  | E | A,TI,F,R |
| The management of relationships and partnership working across organisational boundaries at a strategic level delivering service improvements and demonstrable benefits to local communities and residents. | | | | | | |  | E | A,TI,F,ST,R |
| Proven track record of achievement in promoting community cohesion, diversity and equal opportunities | | | | | | |  | E | A,TI,F,ST,R |
| A detailed knowledge and understanding of how to promote equality and diversity both as a service provider and as the Head of Paid Service. | | | | | | |  | E | TI,F,ST,R |
|  | | | | | | |  |  |  |
| **QUALIFICATIONS AND COMMITMENT TO PERSONAL DEVELOPMENT** | | | | | | |  |  |  |
| A degree or relevant professional qualification | | | | | | |  | E | A,C |
| MBA or relevant Masters qualification | | | | | | |  | D | A,C |
| A commitment to refreshing and renewing skills and knowledge or new learning where required to meet the evolving demands of the post. | | | | | | |  | E | A,C,TI,F,TE,R |
| An ability and willingness to seek feedback on performance in the role from the Mayor, Cabinet, Senior Officers and key partners, and self-reflect and take personal responsibility for changing, as appropriate. e.g. impact on others, personal style and behaviours. | | | | | | |  | E | A,TI,F,TE,R |
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| **SKILLS AND ABILITIES** | | | | | | |  |  |  |
| An ability to build relationships, inspire confidence and trust, and provide a clear sense of direction. | | | | | | |  | E | A,TI,F,ST,TE,R |
| A demonstrable ability to generate innovative and creative solutions to challenging and complex problems. | | | | | | |  | E | A,TI,F,ST,R,TE |
| A clear and analytical thinker combined with the communication, negotiation and influencing skills required to secure support for implementation and delivery. | | | | | | |  | E | A,TI,F,ST,TE,R |
| An ability to provide succinct, clear and timely advice based on consultation but with full personal accountability, | | | | | | |  | E | TI,F,TE,R |
| Proven ability to manage organisational and individual performance to deliver strategic objectives with identifiable benefits for communities and individuals. | | | | | | |  | E | A,TI,F,R |
| The ability to develop, support and role model a culture which is positive, innovative, focussed on quality and high performance in which staff are valued and encouraged | | | | | | |  | E | A,TI,F,TE,R,TE |
| A demonstrable capability to seek feedback from others on own performance, self-reflect, adapt and improve accordingly. | | | | | | |  | E | TI,F,TE |
|  | | | | | | |  |  |  |
| **PERSONAL QUALITIES** | | | | | | |  |  |  |
| A selfless individual with a passion for public service and a commitment to secure the best possible outcomes for communities and individuals in Lewisham. | | | | | | |  | E | TI,F,ST,TE,R |
| A team player whose natural style is to listen, involve and collaborate with others to achieve, wherever possible, mutually beneficial outcomes. | | | | | | |  | E | TI,F,ST,TE,R |
| An individual that inspires trust through the way they engage with others and in the values they emanate. | | | | | | |  | E | TI,F,ST,TE,R |
| High level of emotional intelligence, being able to read both people and situations, to maximise positive outcomes when engaging and influencing others. | | | | | | |  | E | TI,F,ST,TE,R |
| A belief in achievement through others - an empathetic style which values a range of contributions and is committed to organisational and individual development. | | | | | | |  | E | TI,F,TE,R |
| An engaging and approachable individual, who provides inspiration, leadership and direction to the Council workforce. | | | | | | |  | E | TI,F,TE,R |
| Resilience and a capacity to manage a complex and demanding workload. An ability to deliver under pressure and take responsibility for one’s actions. | | | | | | |  | E | TI,F,TE,R |
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| Prepared By Adam Bowles | | |
| Date 12.04.19 | | |
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**Legend**

A = Application, C = Certificate, TI = Technical Interview, F = Formal Interview, ST = Stakeholder Event, TE Testing, R = Reference