



Person Specification - Director

Factor	Essential	Desirable
<p><u>Professional Experience</u></p> <p>Significant management experience in a social care or supported housing organisation</p> <p>Experience of working with a board of trustees/directors</p> <p>Experience of strategic planning and organisation development</p> <p>Experience of financial planning</p> <p>Experience of managing a senior team</p> <p>Marketing and/promotional experience.</p> <p>Significant experience of project management.</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p>
<p><u>Knowledge</u></p> <p>A mix of knowledge of the fields of:</p> <ul style="list-style-type: none"> • Social care • Financial management • Housing • Grantmaking • Charity governance • Company and charity law • Business development • Regulation and compliance • Employment law • Knowledge of marketing • Investment management • Property management • Pension scheme management <p>The appointee should have a working knowledge of all of these areas and the ability to gain further expertise</p>	<p style="text-align: center;">*</p>	

Factor	Essential	Desirable
<p><u>Skills</u></p> <p>Organisational leadership skills</p> <p>Ability to see both detail and strategy</p> <p>Service planning skills</p> <p>Ability to lead the organisation through complex situations</p> <p>Ability to form positive relations with a wide range of external bodies</p> <p>Excellent verbal and written skills</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	
<p><u>Personal Attributes</u></p> <p>Belief in the values, mission and independence of the Hospital of God</p> <p>Impeccable standards of personal conduct and behaviour</p> <p>Ability to work collaboratively and in consultation with colleagues</p> <p>Ability to foster good interpersonal relationships based on trust</p> <p>Ability to build excellent working relationships with members of the senior management team and other colleagues</p> <p>Resourceful, knowledgeable and diplomatic</p> <p>To have the skills required to be a good ambassador for the charity</p> <p>Resilient, well organised and a good communicator</p> <p>Ability to lead and inspire by example</p> <p>Ability and willingness to make extraordinary effort for the charity when required.</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	
<p><u>Qualifications</u></p> <p>Education to degree and post graduate level or equivalent</p> <p>A professional qualification in social work, housing or healthcare</p> <p>Full driving licence.</p>	<p>*</p> <p>*</p> <p>*</p>	

Factors	Essential	Desirable
<p><u>Other</u></p> <p>Enhanced disclosure through the Disclosure and Barring Service.</p> <p>Satisfactory pre employment checks including financial background checks, right to work checks and scrutiny of qualifications presented</p> <p>To be able and willing to take on the Responsible Person role for services that are registered with the Care Quality Commission</p> <p>Two positive references from previous employers and one personal reference</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	

DG

27.9.17