**PERSON SPECIFICATION**

|  |  |
| --- | --- |
|  | **Job Title: Chief Executive** |
|  | **Education & Qualifications** |
|  | Degree level or significant relevant work experience |
|  | Relevant professional qualification with evidence of continuing professional development (CPD) |
|  | Full current driving licence |
|  | **Experience** |
|  | Senior management experience |
|  | Experience of successfully leading and managing people, developing successful and cohesive teams  |
|  | Experience of delivering continuous improvement and excellent performance |
|  | Experience of successful development and implementation of business strategies, including evidence of ability to deliver major projects |
|  | Experience of working with Boards to ensure good and effective governance |
|  | Experience of successfully instigating and managing significant organisational change |
|  | Experience in building and managing effective relationships with boards, customers, partners and other stakeholders |
|  |  **Knowledge** |
|  | A clear and up-to-date understanding of the operating environment and issues facing social housing, and wider regeneration and social policy |
|  | Strong understanding of financial and treasury management at a strategic level, including the management of budgets, interpretation of financial information and funding mechanisms |
|  | Knowledge and understanding of governance issues, responsibilities and legal requirements of a company with charitable status |
|  | Knowledge of Health & Safety responsibilities of an employer and services provider, including contracted works |
|  | Understanding of current best practice and policy in work force issues. |
|  | **Skills & Abilities** |
|  | Ability to assess risk and promote risk awareness, without being risk averse and provide guidance to Board on risk appetite |
|  | Excellent leadership and motivational skills with the ability to promote an organisational culture which values, involves and develops staff at all levels |
|  | Competent and appropriate ICT skills, willing to champion the optimisation of ICT and other digital solutions |
|  | Ability to identify, explore and initiate new business opportunities and innovation |
|  | Innovative approach to problem solving |
|  | A high level of interpersonal, communication, influencing and negotiating skills |
|  | Ability to be creative and collaborative (whilst being decisive and delivering results within tight deadlines) |
|  | **Personal Attributes** |
|  | Credible, with a strong personal presence and self-confidence |
|  | Pragmatic |
|  | Decisive |
|  | A high degree of personal integrity, leading by example, capable of inspiring confidence and respect |
|  | Commitment to Equality and Diversity in all aspects of the business |
|  | Motivated and resilient |
|  | Willingness to work flexibly given the seniority of this role, including evening meetings (and occasional weekend meetings) |