



South Tyneside Council

PERSON SPECIFICATION

JOB TITLE:	CORPORATE DIRECTOR CHILDREN ADULTS AND HEALTH
GRADE:	CHIEF OFFICER 1
REPORT TO:	CHIEF EXECUTIVE
DATE:	AUGUST 2020

EXPERIENCE

- Substantial experience of local authority care service management, commissioning and procuring services at a senior level within a social care or education environment or within the NHS.
- Extensive experience organising, leading and managing multiple teams, developing employees and achieving results through others and a successful track record of leading and managing organisational and cultural change, engaging with and influencing a large workforce.
- Proven experience in the strategic management and delivery of a group of services and a sound track record in the delivery and implementation of business strategies and plans.
- Able to provide clear, balanced advice and guidance on strategic issues that achieve the corporate and service objectives of the organisation.
- Substantial experience of strategically managing budgets or resources, evaluating competing budgetary priorities and delivering innovative solutions to traditional challenges.
- Able to negotiate at senior level and experience of presenting at Board level.
- 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 of the Council.
- A proven track record of communicating effectively to a wide range of audiences both internally and externally to achieve the corporate and strategic objectives of a large organisation.
- Professional qualification in social care, health or other relevant qualification or equivalent.
- Evidence of appropriate Leadership Development.

ABILITY, SKILLS AND KNOWLEDGE

- An understanding of and commitment to the Council's core values and objectives.
- Knowledge and a significant understanding of the legislative frameworks, key issues and best practice relevant to local authority children, adults and health.
- Ability to ensure equal access to and treatment in employment and services.
- A strong communicator and influencer, able to apply a structured and disciplined approach to work activities. Ability to develop, communicate and gain ownership of a clear vision and direction.
- Sound leadership skills and ability to provide coaching and employee guidance.
- A "team player" who will actively lead the strategic development of the Council.
- Strong decision maker, positive and open-minded approach, innovative, and open for new solutions.
- Ability to deliver results, work under pressure and deliver to tight deadlines.
- Capable of leading by example, taking ownership and being accountable for deliverables.

PERSONAL STYLE AND BEHAVIOUR

- At a position where you are seeking significant career challenge with the drive to succeed in this important role.
- A commitment to the Council's Vision and Core Values.
- Personal and professional demeanour and credibility which commands the confidence of Elected Members, senior managers, employees, the local community, external partners and other stakeholders.
- A strategic thinker, able to manage a complex multi-discipline organisation.
- Acts and thinks corporately with a collaborative style that empowers others.
- Leads by example and delivers without supervision. Resilient and confident in own ability to make sound decisions incorporating information from varying sources.
- A commitment to delivering outcomes.
- A commitment to improve the quality of service to the community, best value and best practice.
- Highly developed oral, written and presentation skills.
- Highly motivated, resilient and not easily discouraged.
- A commitment to learning and personal development.

- Imaginative problem solver, able to apply remedial actions to business issues and establish permanent solutions.
- Excellent interpersonal skills with the ability to lead, motivate and manage staff.
- Commercially aware, focussed on customer service, possessing drive and determination to drive the business of the Council.