

Person Specification – Chief Executive Officer

Qualifications

- Educated to degree level or equivalent qualification with significant post qualification experience
- Evidence of continuing development of professional and managerial leadership skills

Experience

- Significant experience of successful senior managerial leadership in a public body within a complex, demanding and politically sensitive environment
- Understands and is familiar with Vanguard Systems Thinking Principles to drive service improvement
- A record of delivering financial and service objectives in a complex organisation
- Experience of developing successful organisational strategies to achieve the corporate vision and ambitions
- Experience of translating organisation strategy and visions into achievable operational objectives and plans
- Experience of building positive and fruitful partnerships
- Experience of creating and managing high performing teams

Personal Attributes

- A visionary leader with an honest and straightforward style
- Understanding of politics and is sensitive to the political environment
- Shares the value that customers are at the heart of all that we do
- Demonstrates determination, commitment and resilience
- Financially astute and commercially aware
- Strong analytical skills - an excellent and creative problem solver
- Able to create and harness opportunities
- Energy, drive and resilience - able to deliver under pressure
- Charisma and presence
- Integrity and credibility that engages and commands the confidence and respect of others
- Inclusive, supportive and leads by example
- Intuitive, emotionally intelligent and is a good judge of character
- Wise and able to offer wise counsel
- Makes timely and effective decisions
- Relationship builder with highly developed interpersonal and genuine engagement skills
- Even handed and objective
- Tactful and diplomatic, firm but fair
- Ability to create trust and respect amongst colleagues
- Able to negotiate and influence as well as nurture and navigate
- Prepared to make tough decisions
- Knows when to listen and when to talk
- Excellent written, spoken and presentation skills
- Strong, clear communicator, has the ability to make complex technical information simple