

## **Candidate Specification, March 2016**

### **DIRECTOR OF MID KENT SERVICES**

#### **Knowledge and Experience**

Extensive senior level experience of business and organisational development which could be in local government or in the private sector.

Successful track record of leading, directing and managing a range of professional and operational services in diverse organisation/s.

Management of complex budgets, driving cost efficiencies, monitoring expenditure and gaining relevant commercial income.

Developing and delivering a shared vision and strategy with the ability to engage and maintain relationships with a wide range of staff and stakeholders.

Understanding of the principles and practice of business planning and an innovative approach to investment capital and commercial opportunities.

Proven record of developing strategies, plans and programmes and ensuring they deliver on the agreed outcomes and targets.

Contribution to major strategic innovation programmes and leading transformation initiatives to achieve significant savings and to maximise on income generation.

Leading, managing, inspiring and performance managing staff groups, both directly and in project teams to ensure high quality delivery.

Knowledge of political, strategic, policy, operational and technological matters and the cross cutting challenges concerned with shared service delivery.

Overseeing the setting and management of budgets and resources ensuring a strategic approach to budgetary and financial issues.

#### **Personal Competencies**

Passion and commitment to excellence, customers, innovation and improvement.

Ability to play a critical role in the drive towards commercialism and income generation.

Leadership skills to engage, develop and motivate others to ensure best performance in a changing partnership environment.

Highly developed communication and interpersonal skills including written, oral and presentation skills with the ability to create confidence in others.

Ability to work collaboratively and in partnership to find opportunities to drive forward service quality, resilience, savings, income generation and best practice.

Enabling approach to identifying, leading, managing and supporting major organisational change programmes developing internal and external relationships.

## Appendix 2

Advanced problem solving and business analysis skills with the ability to professionally balance the interests of key stakeholders when recommending solutions.

Skilled in managing and delivering complex projects and programmes of work to meet business needs and organisational strategies.

Sensitivity and ability to develop effective interfaces acting with integrity and to act as a role model to others.

Flexible and adaptable approach to dealing with a changing landscape and working environment.

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