

### Person Specification

<b>Job Title</b>	Director of Economy & Culture	<b>Req No</b>	
<b>Prepared by</b>	Chief Executive	<b>Date</b>	
<b>Essential Criteria – Vital requirements for the post holder</b>			
<b><u>Relevant Experience:</u></b>			
Experience and evidence of consistent achievement in a senior leadership position, managing large, complex budgets and developing strategies to deliver value for money			
Evidence of establishing and leading a strong performance culture and effective performance and service quality evaluation that involves driving up standards and performance			
Experience of working across organisational boundaries in partnership in order to deliver corporate project objectives			
Experience of developing and implementing a range of service delivery models			
Evidence of successful development and implementation of strategies, policies and performance management systems that deliver high quality, customer focused services and translate organisational ambitions into real achievements			
<b><u>Qualifications/training:</u></b>			
Educated to degree level or equivalent			
Evidence of continuing professional and personal development			
<b><u>Special Knowledge:</u></b>			
An understanding of the wider, social, political and economic environment and their impact on the issues, implications and challenges facing local government			
Be financially and commercially aware with strong analytical skills and a creative approach to both income generation and cost reduction			
<b><u>Disposition/attitude:</u></b>			
Inspiring, motivational leader and corporate player			
Ability to engender trust, confidence and credibility, demonstrate probity and integrity in the delivery of services			
Sound organisational awareness and an understanding of how to deliver outcomes through complex organisation			
A strong and effective leader, who leads by example and is an effective communicator, determined, positive and approachable			
Highly motivated and driven to achieve challenging objectives			
Ability to work as part of a team and to encourage, support and provide challenge to others as is appropriate			
<b><u>Practical/intellectual:</u></b>			
Ability to effectively communicate with others, building and maintaining productive relationships with a variety of communities, partner organisations and agencies, nationally, regionally and locally, commanding confidence and credibility			
Ability to operate effectively and openly within the democratic process, with the political acumen and skills to develop productive working relationships with council Members that command respect, trust and confidence			
Ability to lead, motivate and enthuse individuals and teams within a rapidly changing environment			
Ability to think, plan and act strategically and corporately, with a creative and innovative approach to problem solving and delivery in demanding circumstances and with competing priorities			
<b><u>Physical Requirements:</u></b>			
N/A			
<b><u>Additional Requirements:</u></b>			
Flexible in your working pattern to fulfill commitments, sometimes outside of the working day			
To act as a nominated deputy in the absence of the Chief Executive and to undertake any other duties as directed by the Chief Executive			
<b>Desirable Criteria – Additional requirements relevant to the post</b>			
Experience at senior managerial level in the management of front-line service functions			