

## PERSON SPECIFICATION

Director of Adult Care Services

REQUIREMENTS	E/D Essential (E) or Desirable (D)
<b>EDUCATIONAL ATTAINMENT:</b>	
Social Work or other relevant qualification to degree level	E
<b>EXPERIENCE:</b>	
1) Significant experience at senior management level or equivalent and experience of external strategic and operational management of a number of services at a senior level	E
2) To be able to demonstrate achievement of measurable results in an environment where political and financial issues impact on service delivery	E
3) Experience of financial management including budgetary priorities and targeting of resources.	E
4) A proven track record of working successfully with partners including negotiating, communicating and working jointly with a wide range of internal and external bodies to achieve corporate and service objectives	E
5) Leading cultural change programmes involving the reconciling of competing stakeholder requirements and “winning hearts and minds”.	E
6) A proven track record in successfully leading the delivery of major accommodation and/or service reconfiguration projects, including the leadership of associated work streams on time and to budget.	E
<b>PROFESSIONAL KNOWLEDGE:</b>	
1) An in-depth and fully current knowledge of the Adult Care professional specialism.	E
2) A full understanding of Regulatory Requirements in order to make appropriate changes to policies/procedures and ensure implementation.	D
3) Political awareness with the knowledge necessary to be able to understand the political agenda and protocols and how these are currently impacting on social care in the third sector.	E

PERSONAL	
<p>Applicants for this post are required to have a Christian faith and be able to work within and uphold our Christian Ethos. This is an Occupational Requirement under Part 1 of Schedule 9 to the Equality Act 2010. Need to hold a driving licence</p> <p><b>It is essential that in your written application you give evidence of your proven experience in each of the essential criteria listed above. For those candidates invited to interview, these responses will be further developed and discussed together with other criteria as follows:</b></p> <p><b><u>VALUES</u></b></p> <ol style="list-style-type: none"> <li>1) To accept and respect each person for their individual worth.</li> <li>2) To consult with and involve individuals and/or their representatives in issues that affect them.</li> <li>3) To ensure that the reasons for our actions are transparent and that we act with integrity.</li> <li>4) To treat everyone with fairness and consistency and to be accountable for our actions.</li> <li>5) To seek to serve and support everyone in a spirit of grace, humility and compassion.</li> </ol> <p><b><u>COMPETENCIES</u></b></p> <ol style="list-style-type: none"> <li>1) Leadership, Developing and Managing Others.</li> <li>2) Planning and Developing Services.</li> <li>3) Effective Decision Making.</li> <li>4) Corporate Working and Relationships.</li> <li>5) Commitment to Quality and Service Improvement.</li> <li>6) Stewardship of Resources.</li> </ol> <p><b><u>PERSONAL QUALITIES</u></b></p> <ol style="list-style-type: none"> <li>1) Engages with Others.</li> <li>2) Delivery orientated.</li> <li>3) Emotionally Connected.</li> </ol>	