



Forces Children Scotland

Chief Executive Officer

PERSON SPECIFICATION

Qualifications and Experience

Essential

- Proven experience of working at a senior level within in the 3rd sector or statutory setting and demonstrable equivalent experience from another sector. Educated to degree level or equivalent. Proven track record of leadership coupled with experience of managing, motivating and developing staff.
- Experience of the challenges of service delivery in relation to children and young people and/or the Armed Forces and Veteran community.
- Experience and understanding of good governance ideally through direct experience working with a Voluntary Board.
- A comprehensive understanding of safeguarding for children and young People.
- Direct experience of effectively managing resources and budgets, as well as experience of delivering long-term financial sustainability and value for money.
- Experience of working with and influencing key external stakeholders such as Scottish and UK Government, the Armed Forces community, local authorities and schools.
- Experience of leading both strategic and operational planning processes including implementing and delivering on the long-term strategic direction of an organisation.
- Experience of managing a diverse team who work remotely and with mixed hours.

Desirable

- Experience of grant giving, management and administration.
- Experience in delivering education services to children and young people.
- Relevant experience of delivering significant programmes of change resulting in tangible benefits and outcomes.
- Strong political acuity coupled with knowledge of, or the ability to quickly gain an understanding of the regulatory and wider political landscape in relation to children and young people from armed forces communities in Scotland is desirable.

Abilities, Skills and Knowledge

Essential

- Knowledge and respect of our historic links to the Armed Forces, but also ability to challenge military culture where required.
- A clear understanding of current issues impacting on children and young people in Armed Forces and Veteran families.
- An active listener who is willing to take opinions of internal and external stakeholders into account, and to acknowledge, and champion the voices and experiences of Armed Forces children and young people.
- Strong political acuity coupled with knowledge of, or the ability to quickly gain an understanding of the regulatory and wider political landscape in relation to children and young people from armed forces communities in Scotland is desirable. The ability to innovative, influence and manage positive changes that will help support FCS to achieve its mission, and vision.
- Ability to demonstrate skills in good decision making.
- An understanding of, and commitment to a children's rights approach.
- Proven ability to power share with children and young people and to foster the necessary culture to support this at all levels of the organisation.
- Strong stakeholder management experience coupled with a proven track record in building and maintaining a wide range of collaborative relationships and partnerships.
- Proven understanding of business development and fundraising in the charity sector.
- A proactive, supportive and ambitious leader who brings an inclusive and flexible approach, inspires excellence within the team, and continues to push for significant improvements in the lives of children and young people from armed forces and veteran families.
- Proven ability to develop staff including ability to delegate, knowledge sharing and ensuring a culture of constructive feedback and challenge.
- Strategic and financial management, budgeting and planning skills.
- Ability to support and direct our long-term fundraising strategy including active support to the fundraising team and development of a strategy to grow the fundraising function.
- A high level of interpersonal skills (both oral and written), the ability to develop relationships at all levels, and demonstrable influencing skills.
- Commitment to the creation of an environment that promotes equality of opportunity whilst recognising and valuing diversity.

Desirable

- Knowledge and understanding of investment terminology and policies.
- Ability to work flexibly including some travel to reflect the distributed location of staff and services.