**Scottish Library and Information Council – Chair Person Specification**

## PERSON SPECIFICATION

What skills, experience & personal qualities do we need the Chair of SLIC to have? As Chair of SLIC, you will need to be able to demonstrate the personal qualities, skills and experience listed in this person specification. In providing the evidence sought, you can draw on examples from your working and/or personal life, or through your participation with a private, public, voluntary, charity or community organisation.

### ESSENTIAL CRITERIA

It is important to note that to be considered for appointment you must, by the end of the process, meet all of the 4 essential criteria for the role. The title of the presentation and details of its length, format etc will be provided to short listed candidates prior to interview.

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| ESSENTIAL PERSONAL QUALITIES, SKILLS, AND EXPERIENCE | WHAT DOES THIS MEAN? (Please note these are illustrative descriptors) | HOW WILL THIS BE TESTED? |
| 1. Visible commitment to libraries and similar cultural and heritage organisations and their role in society | Able to demonstrate a clear understanding of the role and purpose of SLIC, and its place in Scottish society.  Able and willing to act as an effective ambassador for SLIC.  Has an effective and adaptable communication style to represent and promote the organisation to a wide range of stakeholders, including politicians, the media, donors etc. | We will be assessing this through your covering letter and at interview, where you will also be asked to deliver a short presentation. |
| 2. Leadership and communication | Experience of providing strategic leadership, considering long term vision and setting appropriate goals in an organisation of similar size and complexity to SLIC  Has the skills to lead a Board and chair meetings effectively.  Experience of building/maintaining a positive and constructive relationship with a Chief Executive and/or senior management teams.  Evidence of what it means to be committed to equality of opportunity and to developing and maintaining a diverse board which is representative of broader Scottish society. | We will be assessing this through your covering letter interview. |
| 3. Overseeing organisational performance and governance | Able to apply strategic insight and constructive challenge to the SLIC Chief Executive’s plans across wide-ranging strategy, delivery, and organisational issues, and to support and advise the Chief Executive as needed.  Experience of the successful implementation of strategic change in an organisation of similar size and complexity to SLIC  Experience of ensuring effective governance and risk management within the public, private and/or third sectors and an understanding of the Scottish Government’s National Performance Framework. | We will be assessing this through your covering letter and at interview |
| 4. Collaboration and advocacy | Willing and able to be an effective and passionate advocate for the SLIC, its strategy and broad role within Scottish society and to engage with all the communities of Scotland through a range of different channels and media.  Able to liaise with Scottish Ministers and senior civil servants on matters relating to SLIC, and capable of meeting government expectations around provision of effective guidance.  Willing and able to support significant philanthropic and/or grant funding | We will be assessing this through your covering letter and at interview, where you will also be asked to deliver a short presentation. |