



Job Title: Chief Executive

Location: Walsall

Outlined below are the skills, knowledge and experience required for this post.

Public Sector Services

- Extensive knowledge and understanding of the management environment in large, complex, politically led, public sector organisations - preferably Local Government.

Strategic Direction

- Experience must be sufficient in breadth and depth to enable the post holder to operate at the highest level of the organisation, providing strategic vision, direction, financial performance, leadership and management.
- Can demonstrate horizon scanning and future thinking to take advantage of opportunities and manage potential threats.
- Provide a transformation focus to deliver change, performance improvement and commerciality.

Leading and Managing People

- Substantial experience of successfully leading a complex organisation or service to achieve outcomes, including organisational change and improvement.
- Can demonstrate a track record of success in leading, mobilising, deploying, motivating, developing and inspiring a large workforce.
- Strong personal and leadership credibility, sound judgement and the ability to form positive inter-personal relationships.

Analysis and Judgement

- Evidence of ability to provide a clear overview of complex issues and provide sound, professional and reliable advice.
- A high degree of political sensitivity, understanding and responding to the implications of working within a political and democratically accountable organisation.
- Highly developed analytical, problem solving and negotiating skills with the ability to produce practical and creative solutions to ensure the achievement of corporate and strategic objectives.

Communication

- An ability to communicate effectively to a wide range of organisations and people, at all levels.
- Highly developed networking, negotiation and influencing skills supported by outstanding advocacy, oral, written and presentation skills.

Working Together

- Significant experience of working within public sector governance arrangements, including working with elected members and able to demonstrate political sensitivity and the ability to interpret political will.
- Able to build and maintain relationships, alliances and networks both within and external to the Council and also able to influence at various levels in the Council including: - Councillors, Government, officers, business partners, visitors and residents.
- Evident experience and credibility to work across the region as an influencer and partner.

Service Delivery

- Demonstrable and sustained record of achievement in corporate planning and public service delivery.

Driving Improvement

- Financial and commercial acumen and awareness with the ability to act with creative and entrepreneurial flair.

Personal Qualities

- A resilient and motivational leader
- A strong personal commitment to the value of public service, local democratic processes and the concept of community governance and equality.
- A high degree of personal and professional probity, integrity and credibility.
- A strong commitment to promoting and progressing equality of opportunity and strong and effective democracy.

Date: May 2017