

Draft Person Specification Chief Executive – 8 December 2015		
	Essential	Desirable
Strategic Leadership		
Demonstrable success in senior leadership roles in organisations of comparable scope, size and complexity.	✓	
Evidence of formulating and implementing complex strategies that achieve customer / citizen focussed results.	✓	
A clear understanding of the environment of local government, public service and devolution and how this relates to Lancaster City.	✓	
Evidence of generating successful collaborative efforts to deliver corporate priorities.	✓	
Able to engage with the Local Enterprise Partnership, business leaders, education providers and community leaders to generate improved opportunities for all parts of the community.	✓	
Resource management		
Expertise in developing and harnessing financial, human and other resources to sustain the efficient and effective delivery of complex services.	✓	
Financially astute and able to establish robust and adaptable financial strategies that can support sustainable achievement.	✓	
Leadership of complex inter-connected programmes of activity.	✓	
Performance and quality		
Experience of successfully leading and inspiring teams, leading employee and stakeholder engagement.	✓	
Evidence of leading the implementation of high standards of service including behaviours, ethical standards, valuing diversity and encouraging the contribution of all.	✓	
Generator of improvement		
A proven track record of achievement in leading transformational, organisational and cultural change within a comparable organisation. The ability to extend such change to wider partners, agencies and communities.	✓	
Innovative and creative leader who can inspire and enhance the contribution of others.	✓	
Public accountability		
Experience of operating in a sensitive, publicly accountable context, providing clear balanced advice to a wide range of stakeholders.	✓	
Able to develop, maintain and promote effective relationships with local communities, and local and sub- regional partners, government departments, voluntary, community and commercial interests that will support collective achievement.	✓	
Qualifications / knowledge		
Evidence of high intellectual capacity through one or more of the following;	✓	
<ul style="list-style-type: none"> Honours degree (or equivalent Level 6 Qualification) 		
<ul style="list-style-type: none"> Graduate / Post graduate qualification (or equivalent Level 6 or 7 Qualification) 		
<ul style="list-style-type: none"> Membership of an appropriate professional body 		
<ul style="list-style-type: none"> Managerial qualification e.g. DMS / MBA (or equivalent Level 6 or 7 Qualification) 		
Evidence of continued professional development and personal learning	✓	