

## PERSON SPECIFICATION – PEOPLE & CULTURE LEADER

<b>QUALIFICATIONS</b>	<p>A recognised management qualification to ILM Level 5, or equivalent, or a professional people qualification, e.g. CIPD</p> <p>A good level of general education to A-level, or equivalent.</p> <p>A commitment to professional development and willingness to undertake any training or qualifications that support the role.</p>
<b>KNOWLEDGE &amp; EXPERIENCE</b>	<p>Experience of working within a senior leadership team, developing and implementing strategies aligned to organisational vision and values.</p> <p>Track record of leading change, challenging and influencing others to work differently with positive business benefits.</p> <p>Experience of developing and overseeing integrated people and cultural strategies, practices, and policies.</p> <p>Proven track record of developing strong and effective mutually beneficial internal and external relationships.</p> <p>Sound knowledge of UK employment legislation; confidence applying the principles to complex real-world scenarios.</p> <p>A keen interest and awareness of global and cultural issues, and how they impact on the work place.</p>
<b>SKILLS AND ABILITIES</b>	<p>Can lead, motivate and inspire, supporting people from across the organisation to understand and engage with our strategic vision and values.</p> <p>A strategic thinker, able to create and deliver engaging strategies that contribute to wider strategic planning and the development of the organisation.</p> <p>An astute decision maker; can consider options and prioritise effectively, providing clear, informed and knowledgeable advice which has a significant organisational impact.</p> <p>An agile and curious thinker, able to critically analyse information, understand ideas and concepts quickly, is open to change and new ideas, and can use initiative to creatively problem solve.</p> <p>Excellent interpersonal skills; can easily build rapport and credibility, influencing and persuading others diplomatically.</p> <p>Outstanding written and verbal communication skills; can tailor</p>

## PERSON SPECIFICATION – PEOPLE & CULTURE LEADER

	<p>communication for different audiences and circumstances, contribute effectively in meetings at all levels and represent the organisation externally.</p> <p>A high degree of emotional intelligence, displaying self-awareness, empathy and listening skills.</p> <p>Excellent project management skills; can multi-task, work calmly under pressure and deliver projects from inception to evaluation within tight deadlines.</p> <p>Able to work autonomously, take responsibility for own actions and make decisions with minimal direction.</p>
<b>PERSONAL ATTRIBUTES</b>	<p>Cares deeply about people and is passionate about helping others to achieve their potential.</p> <p>Confident and assertive; able to advice, coach and counsel at all levels.</p> <p>Displays enthusiasm and vision to develop the role and is committed to improving the organisation.</p> <p>Highly motivated; strives for excellence in everything they do and you doesn't accept mediocrity in themselves or those around them.</p> <p>Positive, energetic, solution focused and comfortable challenging the status quo.</p> <p>Calm under pressure, flexibly, resourceful and resilient.</p>