

Gaddum

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Chief Executive – Person Specification

Criteria	Essential	Desirable	AIT*
Qualifications & Training	<p>Educated to degree level, equivalent professional qualification, or relevant evidenced experience.</p> <p>Recognised qualification in management or demonstrable experience at senior level.</p> <p>Evidence of continuous professional development (CPD)</p>	<p>Leadership Qualification to Masters Level or equivalent vocational training.</p> <p>Health / Social Care qualification eg Social Work, Nursing.</p>	A
Knowledge & Experience	<p>Demonstrable relevant experience of:</p> <ul style="list-style-type: none"> • Senior leadership experience within the VCSE sector • Accountability to Trustee Board for organisational performance. • Senior management of organisation or significant service. <p>Proven experience of managing a range of programmes of work at senior leadership and management level.</p> <p>Strategic experience of implementing performance management frameworks in relation to contract performance.</p> <p>Knowledge of relevant legislation, policy & guidance relating to Gaddum services.</p>	<p>Demonstrable knowledge of Greater Manchester partner organisations and services across the VCSE and statutory sectors.</p> <p>Demonstrable knowledge & experience of working in voluntary & community sector.</p> <p>Managerial experience of working in the private or statutory sector.</p> <p>Experience of managing diverse and multi-disciplinary teams.</p>	AIT

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	<p>Demonstrable prior knowledge / experience of working in health & social care sector.</p> <p>Significant experience in-</p> <ul style="list-style-type: none"> • partnership development and maintenance • change management • Strategic development • Business development and growth • Generation of income from a range of revenue streams <p>Understanding of Equality, & Inclusion (EDI) legislation. Demonstrable experience of embedding Equality and Inclusion in the workplace, and in service delivery.</p> <p>Experience and oversight of HR and able to draw on professional advice and support to ensure fair practice for all</p> <p>Demonstrable experience of being accountable for income generation and management of tender responses/process</p> <p>History of leading by example and inspiring others to do the same.</p>		
<p style="text-align: center;">Skills & Abilities</p>	<p>A compassionate leader who has the ability to establish a performance culture by inspiring, motivating, and empowering people to be the best they can be to meet objectives and deliver high quality service-user focused coproduced provision.</p>	<p>Ability to lead, motivate and manage a diverse range of individuals in a team, project group or the wider organisation.</p> <p>Ability to assimilate knowledge of practice issues effectively and efficiently for relevant professional groups.</p>	<p style="text-align: center;">AIT</p>

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	<p>Leadership skills to inspire confidence in the organisation, its services and inspire staff.</p> <p>Demonstrable ability to manage, motivate and develop staff to achieve business objectives.</p> <p>Demonstrable ability to ensure exceptional professional and quality standards.</p> <p>Ability to manage concurrent deliverables and work under pressure daily, managing competing priorities.</p> <p>Proven ability of project management focus to solving complex issues with competing stakeholders and priorities.</p> <p>Proven ability to negotiate, mediate, influence and solve problems effectively and diplomatically with partners and stakeholders</p> <p>Effective ability to apply HR and employment law requirements, working with our HR specialists to ensure Gaddum remains an excellent employer.</p> <p>Excellent communication skills with ability to draft and present reports to a high standard in a short period of time.</p> <p>IT literate including proficiency across Microsoft Office platforms and a strategic understanding of new technology to deliver effective coproduced services.</p>	<p>Ability to use and/or experience of information management systems.</p>	
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	Strong attention to detail and highly organised approach to work.		
Attitudes & Values	Committed to the values of Gaddum An unwavering commitment to Equality, & Inclusion with an ability to recognise own attitudes and values in relation to others in the wider context.		AIT
Others	Ability to travel throughout the areas where services are being delivered. Prepared to travel regionally or nationally in role for Gaddum Centre. A flexible & positive work ethic including an approach to working the hours required, which may include some evening and weekend working to meet the needs of the service.	Ability, with advance notice, to work evenings & weekends if required by the organisation.	AI