**ANGUS COUNCIL**

**PERSON SPECIFICATION**

**DIRECTOR OF INFRASTRUCTURE & ENVIRONMENT**

**Qualifications and Training**

Degree or equivalent qualification Essential

Post graduate qualification in Leadership and/or Management Desirable

Willingness to undertake all mandatory training Essential

**Knowledge, Skills and Experience:**

* Extensive experience and demonstrable success in leading major organisational and cultural change, delivering transformation and innovation in the way in which services are delivered.
* Exceptional leadership skills with a proven ability in empowering and motivating others, fostering a positive organisational culture.
* Evidence of continuing professional development.
* Experience of supporting a large multi-disciplined organisation through major change and delivering outcomes at a senior management level in a demanding, complex and politically sensitive environment.
* Clear insight into the way in which the role and function of Local Government will change over the next decade.
* A successful track record of influencing, providing balanced professional advice and guidance to, and working productively with, senior decision makers in a complex political setting.
* Experience of leading, managing and motivating all groups of staff to achieve progressively higher standards of service delivery, service improvements and cost reductions within challenging organisational circumstances.
* Evidence of effective partnership working with partner organisations, private sector providers and Government agencies.
* Experience and evidence of driving up performance, introducing and sustaining systems of appropriate professional support that provides challenge and contributes to improved outcomes for children.
* Experience and evidence of business planning, decision making, policy implementation, quality and performance.
* Be able to demonstrate underpinning personal values, attitudes and behaviour and a proven track record of commitment to the portfolio/area of service responsibility.

**Key Competencies, Skills and Personal Qualities:**

* Experience and professional knowledge of the role of public sector
* A strategic thinker with high level analytical skills and strong achievement drive.
* A strong focus on understanding, interpreting and delivering financial models to support seamless public service provision in meeting the needs of customers in cost effective, value for money ways.
* The ability to effectively lead change, providing challenge, guidance and support.
* An excellent manager who is visible and accessible as well as determined and positive enough to successfully drive forward the ambitions, challenges and plans of the Council.
* The ability to handle competing and multiple priorities and a challenging workload competently in a complex political environment.
* Have a personal and professional style of management which is open, engaging, purposeful and facilitative but also a proven ability to make, implement and sustain difficult decisions.

June 2022