



PERSON SPECIFICATION

DIRECTORATE: Community Services

JOB TITLE: Director MSP

DIVISION: SPORTS AND RECREATION

GRADE: 12

Note to Applicant: The essential criteria are marked with *, all other criteria are desirable.

CRITERIA	KNOWLEDGE AND SKILLS	METHODS OF ASSESSMENT
Qualifications and Training	1. Educated to degree level or significant relevant experience.*	A/I
Experience	2. Significant experience of strategic and business development in either the public, private or voluntary sector.* 3. Significant Project management experience.* 4. Resource management experience including financial, physical and human resources.* 5. Evidence of working in and developing successful partnerships with a wide range of organisations and agencies including innovations with non-traditional partners.* 6. Experience in performance management including service planning, target setting, performance appraisal and the management of staff.*	A/I A/I A/I A/I

CRITERIA	KNOWLEDGE AND SKILLS	METHODS OF ASSESSMENT
	<p>7. Experience of reporting to a Board, Governing Body or Partnership providing clear, balanced advice on strategic and national issues.*</p> <p>8. Experience of developing funding bids and successfully achieving funding that enhances operational delivery and contributes to organisational objectives.*</p> <p>9. Experience of working with large and complex organisations and successfully identifying and delivering key joint objectives.*</p> <p>10. Experience of policy development and implementation.</p> <p>11. Experience of working with and reporting to UK Government Agencies such as Sport England, UK Sport.</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>
Skills/Abilities	<p>12. Ability to develop a strong working relationship with the chair of the MSP Strategic Board and other board members.</p> <p>13. Ability to provide visible and supportive leadership which can empower, motivate and develop the MSP team.*</p> <p>14. Highly developed written and oral communication skills with the ability to present complex information to a range of audiences.*</p> <p>15. Developed strategic planning skills with an ability to communicate a shared vision and purpose.</p> <p>16. Ability to prioritise work to meet deadlines and to respond to unforeseen issues.</p> <p>17. Self- aware, with strong inter-personal skills and the ability to develop productive strategic and operational working relationships.</p>	<p>A/I</p> <p>A/I</p>
Commitment	<p>18. An understanding of and a personal commitment to the value of Physical Activity and Sport the impact it can have in developing individuals and communities.</p>	

Key to Assessment Methods: I - Interview P - Presentation A - Application E - Exercise T - Test AC - Assessment
Centre