

**Chief Executive  
Person Specification (minimum criteria)**

1. Extensive track record of consistent achievement at senior management level within a complex public sector organisation.
2. Proven track record of corporate management and participation in the formulation of corporate objectives, policies and strategies within a large multi-disciplined organisation.
3. Demonstrable and effective strategic planning expertise.
4. Experience of effective working within the democratic process and evidence of a clear understanding of the legal, financial and political workings of local government and the current social policy issues to be faced in a multi-cultural urban environment.
5. Successful track record of building effective and productive working relationships with elected Members, a variety of communities, government bodies, partner organisations, private sector providers, public agencies, statutory authorities and other stakeholders.
6. Proven track record in the promotion and maintenance of the corporate reputation of a local authority (or equivalent multi-disciplined organisation).
7. A record of success in people, financial and resource management.
8. Successful track record of establishing effective performance measures evaluating service quality and delivering significant improvements in performance.
9. Demonstrable experience of effective change management on a large scale.
10. Clear understanding and track record of promoting diversity in both employment and service delivery.