



Job Title: Corporate Manager – Strong & Safe Communities

The person specification contains two elements:

- The core specification which covers the networked corporate management role
- The role specific specification element

This person specification is to be read in conjunction with the Job Description.

PERSON SPECIFICATION: Core

Knowledge and skills	Educated to degree standard or with a comparable level of experience
	Management qualification e.g. DMS or equivalent managerial experience
	Evidence of directly and effectively contributing technical and/or professional expertise to a significant initiative or project
	Has a track record in continuous personal and professional development and an ability to encourage learning and development in others
	Experience of effective project management incorporating multiple partners
	Experience of managing a range of resources including IT, budgets and funding streams
	Demonstrable experience of performance management in a range of settings: may be supplemented by commissioning experience/expertise
Personal attributes	Excellent and adaptive communication skills including experience of negotiating and influencing
	Overt commitment to openness, inclusiveness and integrity evidenced in a range of working environments where highly effective working relationships have been built with Members, colleagues, partners and stakeholders
	Politically astute, with significant previous experience of working with Elected Members in a range of local government environments
	Aptitude to encourage, facilitate, instil and work as part of a 'networked' management team
	Tenacious and resourceful: can challenge with confidence: understands and can work with ambiguity

	Can demonstrate previous success in motivating and developing teams and individuals
	Ability in and experience of driving performance and achieving challenging outcomes
	Can describe experience of delegating effectively to optimise team and organisational performance
Experience	Can provide evidence of a range of management experience, including the management of multi professional teams
	Has positive experience of managing complex change and an understanding of change processes
	Experience of successful partnership and/or collaborative working incorporating a range of organisations which may include the statutory, voluntary and community sectors
	Has demonstrable experience of effective team working including working with those outside direct sphere of management
	Can describe experience of working corporately within a management team or peer group where peer relationships were crucial to success
Equality & Diversity	Embeds issues relating to equity, equality and diversity into all aspects of professional and managerial role, including service delivery

PERSON SPECIFICATION: Specific

Knowledge and skills	Understanding of the local growth agenda, the development process and the implications for communities
	Strong understanding of the community safety landscape
	Understanding of the Community Infrastructure Levy and the opportunities for communities
	Political awareness and experience of working across organisations and in partnership
	Proven team building and integration skills
	Excellent leadership and people management skills, including matrix/networked/multi-disciplinary team working
Personal attributes	Ability to influence senior management and community members/groups, establish and maintain collaborative partnerships; supplemented by demonstrable abilities to lead, inspire and motivate to build trust, credibility and confidence.
	Ability to understand strategic issues of community safety, identify potential solutions and foresee potential consequences. Be able to develop effective solutions based on a number of factors, including organisational needs, impact on community members and groups.
	Excellent oral and written communication skills including high level inter-personal, influencing, persuasion and negotiating skills.
	Negotiation and influencing skills.
	Ability to grasp complex issues with an analytical approach to problem solving.
	<i>This is not a comprehensive definition of the post. Postholders are expected to undertake any work that comes with the remit of the post's main objective. This job description will be kept under review and may be changed at any time subject to consultation with the postholder.</i>



Our Values

...we believe in



OUR PEOPLE



OUR CUSTOMERS



BEING OPEN and HONEST



TAKING OWNERSHIP



BEING AMBITIOUS

We empower, value and develop our people to work together as one dynamic and efficient team.

We care about delivering high quality, customer-focused outcomes with our communities and partners.

We are open, transparent and truthful.

We take pride in our work and take responsibility for our actions.

We are ambitious, inspiring our communities, taking pride in our places and striving for excellence.

