

Person Specification – Chief Executive

Qualifications

Essential

- Educated to degree level or demonstrable equivalent
- Evidence of ongoing professional development

Desirable

- MBA or postgraduate management qualification
- Professional management qualification

Experience

Essential

- Board level communication with trustees or non-executives
- Proven effectiveness of senior leadership and inspiring teams – leading an organisation or significant services
- Development and implementation of strategy
- Experience of setting targets delivering and managing organisational performance
- Financial management at a senior level
- Assessing and managing organisational risk
- Leadership through organisational change and development of new services

Desirable

- Senior leadership in a charity
- Leading a successful fundraising team and income diversification
- Working in the field of visual impairment
- Success in partnership working and contract management
- Working in a performance management environment
- Managing media relations
- Successful project management
- Social housing or housing with care

Personal attributes

Essential

- Driven, engaging and personable
- Excellent networking and partnership skills
- High-level communication and presentation skills
- Understanding of the need to develop, support and train teams and individuals
- Demanding of high quality and performance focus

Desirable

- Proactive, dynamic and energetic senior leader
- Proven ability to build consensus and confidence behind a vision as a strategic leader

Knowledge

Essential

- Of governance including compliance with legal and/or regulatory frameworks, in particular relating to charities

Desirable

- Of the barriers and challenges faced by people with visual impairments
- Of effective marketing, branding and public relations strategies and their implementation

Skills and Abilities

Essential

- Developing a compelling vision that inspires staff and galvanises all in a clear strategic direction
- Motivating, delegating and developing teams within a clear performance framework
- Supervising, developing and supporting senior staff
- Using IT effectively
- Travelling confidently and flexibly making own arrangements
- Working flexibly to meet the demands of the role