

Person Specification

Please note that it is absolutely essential that in your application you give evidence or examples in each of the appointment criteria listed under Part One of the Person Specification. It will also be helpful if you explain your motivation for and interest in applying for this post. At interview, these responses will be further developed and discussed, taking into account Part Two of the Specification.

Post: Assistant Director – Planning

Ref:

Part One

Experience

1. Track record of enabling a large complex organisation to successfully develop and influence strong relationships, networks and partnerships across the public and private sector at a local, regional and national level to make a demonstrable difference and facilitate improved local outcomes especially in relation to both planning and development.
2. Extensive track record in development management to support the ambitions of a thriving city and a commitment to regeneration.
3. Experience of leading by example in establishing and maintaining an outcome focused team which develops staff potential and addresses underperformance and inefficiencies in activity and ways of working.
4. Experience of working at a regional and national level to promote planning and the organisation.

Skills, knowledge and aptitude

1. Strong leadership skills and exemplifies co-operative ways of working and values and experienced in challenging and influencing others to understand the benefits of this way of working.
2. Highly developed professional and legislative knowledge and understanding of national policies, statutory requirements, relevant frameworks and accountabilities in both central and local government in relation to planning and development management.

3. Able to work effectively in a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale in a public forum.
4. Established networks of influence which can be harnessed to support the work of the Council.
5. Commercial awareness and ability to look creatively at methods of income generation and delivering efficiencies.
6. Must be an RTPI member

Part Two

Skills, knowledge and aptitude

1. Evidence of an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference.
2. Strong proponent of collaborative leadership at a senior level, with a commitment to being part of a cohesive senior leadership team.
3. Able to think strategically and to analyse data, trends and complex issues within a political environment utilising an evidence-based approach to understand the issues and work cooperatively to help the organisation and partners work together in pursuit of the organisation's priorities.
4. Able to be creative and innovative in delivering outcomes with a clear understanding of the values at the heart of how services and outcomes are delivered.
5. Excellent written and oral communication and presentation skills that can engage and facilitate collaborative working with a diverse range of audiences
6. Personal and professional credibility with all stakeholders especially staff, partners, providers and elected members that inspire confidence in the Council to play a leading role in the future of the city and the region.
7. Strong business acumen, well developed financial and risk management skills and a track record of developing partnerships to transform services to deliver improved value for money and more efficient ways of delivering outcomes.

Disposition

1. Commitment to working to, leading by example and delivering the council's values of:

- Fair
- Co-operative
- Liberating
- Accountable
- Forward thinking
- Confident
- Leading

Special Requirements

1. Able to work whatever hours are reasonable and necessary.