**Managing Director**

**PERSON SPECIFICATION**

**Qualifications and Experience**

Essential

* Educated to degree level or equivalent.
* Knowledge and understanding of developing and managing mental health or related services in a statutory or voluntary sector setting.
* Direct experience of effectively managing resources and budgets, together with delivery of long-term financial sustainability and demonstrated value for money.
* Experience of leading both strategic and operational planning processes including implementation and delivery on the long-term strategic direction of an organisation.
* Experience of good governance, together with knowledge and understanding of the workings of a voluntary Board of Trustees
* Knowledge of the regulatory and wider political landscape in relation to people who need advocacy services in Scotland and its likely impact

Desirable

* Experience of grant and trust management and administration.
* Experience of managing statutory reporting requirements
* Relevant experience of delivering significant programmes of change or improvement, resulting in better outcomes for organisations and the people they serve

**Abilities, Skills and Knowledge**

Essential

* Approachable and empathetic, experience of engaging with internal and external stakeholders, and ability to acknowledge and champion the voices and experiences of people who use advocacy services
* An understanding of, and commitment to a rights-based advocacy approach
* A proven track record in building and maintaining a wide range of collaborative relationships and partnerships
* A proactive, creative and ambitious leader who inspires others, and creates an environment in which people can thrive and where performance is proactively managed
* Experience of implementing strategic, financial and operational planning systems, setting budgets and monitoring them
* Knowledge and understanding of the requirements to support staff working with people with complex needs
* A high level of interpersonal skills both oral and written, the ability to develop working relationships at all levels and demonstrable influencing skills.

Desirable

* Knowledge and understanding of the legal basis for advocacy in Scotland under the Mental Health Act
* Knowledge of commissioning practices in local authorities, health Boards, integrated Joint Boards, and Scottish Government