

PERSON SPECIFICATION

Core Competencies

The role requires an advanced understanding, knowledge, skills and abilities associated with the competencies set out below:

- **Leadership and Management**

Can provide strong leadership by communicating a compelling vision for the organisation and leading by example; creating a positive working environment that motivates staff to achieve for the organisation.

Embeds the strategy by enabling and supporting the conditions and culture needed to sustain changes. Keeps momentum alive by, reinforcing key messages and monitoring progress.

Engages effectively across boundaries, connecting people and encouraging joined up thinking whilst, working in partnership with stakeholders, locally and across CRT as a whole towards a shared vision.

To lead, coach, develop and manage others by having clear objectives and regularly reviewing performance.

- **Delivering the Business Plan**

Develops a coherent, sustainable and joined up strategy by, engaging with colleagues and a broad range of stakeholders, and fosters excellent relationships at senior levels with strategic partners.

Fully understands the importance of maintaining strategic focus in the face of detailed demands and implements strategy by ensuring the appropriate systems, structures, processes and plans are in place. Prioritises, establishes accountabilities and holds others to account.

- **Planning and Organising**

Proactively engages in business planning to help CRT achieve its strategic objectives across the UK.

Manages programme delivery through people by creating a positive working environment.

Provides direction, reviews performance, motivates, develops and empowers staff, by delegating effectively, giving trust and support whilst encouraging involvement in decision making and promoting equality and diversity.

This role requires the ability to manage time effectively, work to deadlines and the willingness to work outside normal hours.

- **Strategic Planning and Managing Change**

The role will need to balance competing demands with limited resources and this will require complex problem solving and decision making skills both at an operational and strategic level.

It requires a strategic change manager who actively develops plans that catalyse others to effectively deliver high quality outputs and outcomes.

There will be a need to critically evaluate information, thinking analytically and conceptually to identify where delivery can be improved together with a track record of building workable solutions.

Assesses and manages the opportunities and risks associated with delivery of CRT Strategies to maintain reputation and standing.

Identifies and presents evidence-based opportunities and skilled at preparing the ground so complex and strategic bids, cases or proposals are well-received and approved.

- **Communicating and Influencing**

A highly developed understanding of governance when working in the voluntary sector and with a voluntary Board of Trustees will be required.

Can command attention and maintain the respect of Board Members and comfortably develops and maintains excellent relationships at a top team/Board level.

Is politically astute, drawing on a sensitive organisational political radar and an understanding of the wider political context and its impact, plus a well-developed awareness of local community issues and the wider regeneration agenda to build bridges and influence internal and external stakeholders effectively.

- **Working with Others**

Works in partnership with: colleagues, key stakeholders, strategic alliances and partners; building and maintaining positive and action-oriented relationships to deliver CRT's vision, strategic objectives and goals. Works inclusively both with their teams and across wider CRT teams (across countries), taking the lead on corporate activities/initiatives and managing the balance between shared aims and competing objectives to demonstrate shared collective responsibility.

Effectively inspires staff, colleagues and peers encouraging contribution from others.

Open to and leads change and generates ideas, buy-in and commitment from stakeholders.

- **Customer and Trust Commitment**

A highly developed empathy with the vision and objectives of the Trust and its mission of improvement for coalfield communities is required.

Demonstrates an understanding and knowledge of regeneration and the issues that impact on coalfield communities and can participate in and lead on debates about their future.

Shapes and influences local and regional policies and agendas for the benefit of coalfield communities as well as marketing and promoting CRT services.

Is seen as credible by external funders and other key stakeholders.

Desirable Technical/Knowledge based Competencies

The role requires education to degree level and continual professional development to enable the post holder to keep up to speed with a broad range of issues from a national and local perspective. In particular, the post holder will have relevant knowledge and experience in the following areas:

- **Contract Management**

Sound knowledge/demonstrable experience of contract management and able to negotiate, manage and monitor Service Level Agreement, multi-agency contracts or other appropriate vehicles of third-party delivery.

- **Regeneration Knowledge**

A strong understanding of the key players/political connections of regeneration and the ability to demonstrate a knowledge of this, particularly in relation to the issues that impact on coalfield communities.

Needs to have a thorough understanding of policy and funding structures, in context of the regeneration of deprived communities.

Needs awareness of asset and business development within the regeneration scene; understanding that it is a key driver to sustainability and for catalysing resources for community development in its very widest sense. Needs to understand how to transition toward sustainability and independence from government funding.

The role holder needs to be able to implement a holistic approach to deliver socio-economic impact, economic-industrial strategy and community capacity building.

- **Finance**
To manage the business by having awareness of budget responsibilities, financial procedures, value for money and risk management.
- **Corporate Communications**
Consistency when: communicating with key stakeholders, utilising knowledge of CRT wide initiatives/programmes and corporate literature and the organisation's website. This role will contribute significantly to the Trust's Communications Strategy.
- **Bid Writing and Generating Funding Opportunities**
Solid experience of generating funding opportunities through effective production of bids, coupled with established credibility/currency with key decision makers – able to translate success into impact, outputs and outcomes and SROI.