

**PERSON SPECIFICATION
Chief Operating Officer**

CRITERIA	ESSENTIAL	DESIRABLE
Character		
Committed to the servant leadership model of influencing others and getting things done	✓	
Passionate about sharing the gospel with people of all ages	✓	
A Christian with spiritual maturity – able to provide appropriate spiritual leadership within a team (eg staff devotional times)	✓	
A practising Christian whose lifestyle is in keeping with SU Scotland's ethos and statement of faith. Must enjoy the confidence of their church.	✓	
Competence		
At least 5 years' experience at senior management level	✓	
Strong track record in financial leadership including communication of high-quality reports to Board and senior management groups	✓	
Evidence of sharp focus on effective goal setting	✓	
Proven aptitude for development, communication and implementation of team- and organisation-wide strategies	✓	
Committed to continuous personal development and to championing the ongoing development of colleagues	✓	
Conscientious, resourceful, reliable with high levels of initiative.	✓	
Exceptional numeracy, literacy and communication skills.	✓	
Ability to delegate effectively and support other managers to be effective in their roles	✓	
Awareness of current developments and trends in fundraising		✓
Awareness of current developments and trends in IT		✓
Knowledge of financial management practices and frameworks in the charity sector	✓	
Experience of overseeing IT functions		✓
Understanding of local church and parachurch ministry contexts		✓
Awareness of wider Christian mission		✓
Chemistry		
Strong people and team leadership skills demonstrated by ability to work professionally with a wide range of staff and volunteers.	✓	
Gifted team leader with the ability to develop a flourishing team	✓	
Ability to inspire, think and act broadly, galvanising collective efforts across multiple departments	✓	
Self-aware team player with high levels of emotional intelligence	✓	
Education		
Professional level qualification in a relevant field such as business administration, HR or accountancy	✓	
Further certificate-level qualification in a relevant area, for example fundraising, management, property		✓
Other		
Own transport and a full current driving licence (D1 preferred)	✓	
Able to undertake evening and weekend duties.	✓	
Able to demonstrate awareness of SU Scotland's activities	✓	