



Person Specification

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St. Helens Council

Job Title: Assistant Director

Ref No: ESD2

Knowledge and Experience	E = Essential D = Desirable	Identified by
A minimum of 5 years senior management experience within a children and young people's service and/or social care environment.	E	Application & Assessment Centre
Experience of successful leadership, preferably in a large, complex and multi-disciplinary organisation.	E	Application & Assessment Centre
Experience of success at a strategic level in the initiation and management of change.	E	Application & Assessment Centre
Experience of partnership working including negotiating and working jointly with a wide range of internal and external organisations to achieve corporate and service outcomes.	E	Application & Assessment Centre
Experience and understanding of local government and the legal, financial and political context of public sector management.	E	Application & Assessment Centre
Knowledge of relevant legislation and Government policy, particularly in respect of safeguarding.	E	Application & Assessment Centre
Experience of successful financial management and an understanding of the budget setting process within a public sector environment.	E	Application & Assessment Centre
Experience of business and service planning, and managing an effective performance management process.	E	Application & Assessment Centre
Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to create and articulate a vision for safeguarding that inspires others, improves practice and protective factors for young people.	E	Application & Assessment Centre
Ability to achieve major cultural and organisational change and achieve results through influence and negotiation.	E	Application & Assessment Centre



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Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to think, plan and manage strategically and develop effective strategies to meet outcomes.	E	Application & Assessment Centre
High level analytical skills, with the ability to exercise sound judgement in seeking creative solutions to complex situations.	E	Application & Assessment Centre
Ability to build effective teams and relationships and achieve results through others.	E	Application & Assessment Centre
Ability to work under pressure and manage competing priorities.	E	Application & Assessment Centre
Excellent oral and written communication skills.	E	Application & Assessment Centre
Excellent interpersonal skills, enabling effective working with a range of partners.	E	Application & Assessment Centre
Qualifications	E = Essential D = Desirable	Identified by
CSS, CQSW or DiPSW (or equivalent)	E	Application / Certificate
Educated to degree level.	E	Application / Certificate
Evidence of commitment to continuing professional development.	E	Application
HCPC registered	E	Application / Certificate
Higher degree or further professional management qualification.	D	Application
Other Circumstances	E = Essential D = Desirable	Identified by
Passionate and energised by delivering outcomes for children.	E	Application & Assessment Centre
Committed to equality of opportunity in employment and service delivery.	E	Application & Assessment Centre



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An understanding of and sensitivity to the political context within a local authority.	E	Application & Assessment Centre
An ability and willingness to work flexibly to meet service requirements.	E	Application & Assessment Centre