



THE PERSON

Head of Prevention

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 5 standard of education (e.g. undergraduate degree) or equivalent experience.	E	Application
Full Driving Licence.	E	Application
ILM level 5 or other recognised management qualification, or demonstrable at work experience	E	Application
Enhanced DBS check with both adults and children barred lists	E	Application
Level 2 Safeguarding Children and Adults	E	Application
Knowledge & Experience		
Substantial experience of managing a broad service area and a diverse group of staff.	E	Application / Assessment
Extensive Financial & Budget Management experience for budgets (£3.5million). Responsible for Forecast and financial modelling.	E	Application / Assessment
Experience of social, economic, and political environments including those that hold governance, Trade Unions, Staff Groups, and other key stakeholders.	E	Application / Assessment
Experience of developing business and people related objectives, overseeing a broad and diverse range of programmes and targeted interventions, ensuring benefit realisation and change management.	E	Application / Assessment
Extensive experience of and success in delivering and identifying Risk Based Programmes including management of strategic risks, HMICFRS and NFCC Professional Standards.	E	Application / Assessment
Experience of leading Local & National Level programmes and direction to National / Regional Projects and Programmes of work – Subject Specialist	E	Application / Assessment
Experience of dynamic thinking challenges, analysing varied situations and identification of solutions.	E	Application / Assessment
Experience of representation at National, Regional, and local Strategic Boards, acting as the decision maker on behalf of the Service.	E	Application / Assessment
Extensive experience in Chairing of strategic level board meetings with key strategic stakeholders.	D	Application / Assessment
Experience of solution-based thinking, clearly defining and enabling a number of procedures and precedents to enable responses to different work situations.	E	Application / Assessment

Person Specification

Experience of dealing with financial accountability and procurement systems within a public sector environment.	E	Application / Assessment
Skills & Abilities		
Excellent verbal, written and communication skills, including the ability to explain and present complex reports and data, ideas and engagement of people.	E	Application / Assessment
The ability to rapidly absorb and define analytics to support decision making	E	Application / Assessment
Excellent interpersonal skills including motivational negotiating, influencing and relationship building at both local and national strategic levels	E	Application / Assessment
Experience in scoping and horizon scanning, design, implementation, and delivery methods supporting emerging national agendas.	E	Application / Assessment
Experienced in creative design and reflective, evidence-based practice to inform future delivery models.	E	Application / Assessment
Able to use professional judgement and diplomacy to make decisions and influence change at both local and strategic levels.	E	Application / Assessment
A broad and well-established understanding and awareness of local and national issues that affects or may influence strategic direction of local, regional and national workstreams.	E	Application / Assessment
High level analytical skills and the ability to think, plan and act strategically and corporately with a creative and innovative approach to problem solving, delivery of outcomes and managing organisational change.	E	Application / Assessment
Extensive experience in ownership and development of organisational Prevention Strategy, including research and analysis of Strategic, Tactical, and operational effectiveness, including processes and stakeholders' engagement.	E	Application / Assessment
Experience of aligning national regional, local and governance priorities in the development of departmental goals, processes, and resource allocation.	E	Application / Assessment
Extensive experience as a professional advisor to senior executives.	E	Application / Assessment
Experienced in managing the freedom to decide how to achieve end results with significant decision-making latitude	E	Application / Assessment
Other		
The ability to travel around the county.	E	Application
Willingness to work flexibly.	E	Application
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application / Assessment
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application / Assessment