



THE PERSON

Assistant Director of Culture, Inclusion & Wellbeing

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Hold an HR level 6 qualification or have at least 5 years equivalent relevant professional experience.	E	
ILM Level 7 Diploma in Leadership and Management, relevant Masters, or equivalent gained through in-house programme or experience.	E	
Knowledge & Experience		
Significant experience of working successfully in a leadership role within a large, complex organisation.	E	
Experience of planning and implementing organisational change.	E	
Experience of successful management of high performing teams.	E	
Experience of managing and controlling budgets, resources and funding, including managing third party suppliers.	E	
An understanding of the social, economic and political environment of the Fire and Rescue Service and working with Trade Unions or Staff Groups.	E	
Skills & Abilities		
High level verbal and written communication skills and the ability to present complex issues clearly and simply in writing and orally.	E	
Excellent interpersonal skills, able to influence and persuade with the ability to challenge in a conciliatory and constructive way.	E	

Person Specification

Excellent management skills, including the ability to articulate the vision for the department, and effectively manage team and individual performance.	E	
Excellent analytical skills with an aptitude for developing innovative solutions to complex issues.	E	
Confidence, resilience and ability to work under pressure.	E	
Can encourage the application of new ideas, contribute to strategic planning and manage change.	E	
The ability to influence and network locally and nationally.	E	
Capable of leading programmes, projects or initiatives, which have significant resources and strategic impact.	E	
Other		
Role Specific - The ability to travel around the county may be required.	E	Application Form
Willingness to work flexibly.	E	Application Form
Committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults.	E	Application Form
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application Form