



THE PERSON

Head Of Professional Standards

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 6 standard of education (e.g. undergraduate degree) or equivalent experience.	E	
ILM Level 7 Diploma in Leadership and Management, or equivalent gained through in-house programme or experience.	E	
Master's or equivalent or significant experience in management and leadership.	D	
Knowledge & Experience		
Demonstrable experience in operating with political savviness, navigating organisational governance and structures and able to understand how to most effectively influence in order to challenge the status quo where appropriate	E	
Experience in making complex decisions and holding accountability for decisions and actions	E	
Able to use a range of communication and influencing techniques and methods to successfully negotiate, collaborate and/or effect change.	E	
Able to allocate resources appropriately across the function and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the available budget	E	
Experience of successful management at a senior level and developing and leading high performing teams.	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	

Person Specification

Experience of dealing with financial accountability and procurement systems within a public sector environment.	D	
Skills & Abilities		
Skilled in engaging a diverse range of stakeholders and enabling effective collaboration which draws upon a diverse range of skill sets.	E	
Skilled in identifying emerging risks, issues and opportunities, and taking corrective actions as required to ensure that the right results are achieved.	E	
High level verbal and written communication skills, sufficient to engage with employee's, managers and partners.	E	
Excellent analytical skills with an aptitude for developing innovative solutions to complex issues.	E	
High level of interpersonal skills with the ability to inspire and motivate team(s) and articulate the vision for the Service.	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		
The ability to travel around the county may be required.	E	
Willingness to work flexibly.	E	
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	

Person Specification

Contribute to a positive working environment ensuring commitment to equality and diversity.	E	
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