



Person Specification

POST: Chief Executive Officer
DEPARTMENT: Charity Management

	Essential Criteria	Desirable Criteria	How & When
Education / Qualifications	Degree and / or professional qualifications in a relevant discipline	Postgraduate qualification in management	Application Form Certificates
Skills and abilities	<p>Extensive staff management and leadership experience, including senior team development</p> <p>Ability to lead and inspire and work closely with and influence board members</p> <p>A proven ability to think, plan and act strategically</p> <p>Able to communicate effectively with a wide range of audiences and speak publicly with confidence</p> <p>Excellent written and verbal communication, presentation and interpersonal skills</p> <p>Excellent negotiating skills and ability to influence outcomes through affective reasoning and persuasion</p> <p>Ability to assimilate and interpret complex information, including the challenging health and social care environment, and identify and communicate threats and opportunities</p> <p>Ability to use a range of office IT systems</p>	Experience of volunteer management	Application Form Assessment References
Knowledge and Experience	Consistent achievement of strong leadership at board, or similar, level within an organisation of comparable scope, size and complexity	<p>Experience of working at a senior level with Trustee boards</p> <p>Previous experience in a healthcare</p>	Application Form Assessment

	<p>Experience, at a senior level, of financial management and budgetary control in the voluntary, public or corporate sectors and of governance issues</p> <p>A thorough understanding of risk management</p> <p>Experience and evidence of working effectively in a multidisciplinary environment</p> <p>Substantial experience of business development, strategic planning and quality assurance</p> <p>Experience of collaborative working with other agencies</p>	<p>setting</p> <p>Awareness of major issues that face voluntary or not for profit organisations</p> <p>Knowledge and understanding of the governance requirements of charitable organisations and the legal, constitutional, statutory and financial reporting and disclosure requirements</p> <p>Voluntary sector funding and service delivery models, and of voluntary fundraising strategies</p> <p>Experience of fundraising, income generation and/or marketing activities at a strategic level</p>	References
Motivation and personal attributes	<p>A leadership style that inspires, empowers and values the contribution of others together with a commitment to the personal and professional development of staff and volunteers</p> <p>Passionate about contributing to the LOROS vision and mission with strong alignment to the ethos of hospice care and the organisation's values and behaviours</p> <p>Innovative and entrepreneurial thinking</p> <p>Commitment to service excellence and continuous service improvement</p> <p>Hold a current driving license or be able to fulfil the mobility requirements of this post</p> <p>A demonstrable commitment to personal development</p>		<p>Application Form</p> <p>Assessment</p> <p>References</p>