

DEPARTMENT FOR STRATEGY AND TRANSFORMATION  
EXECUTIVE DIRECTOR OF STRATEGY AND TRANSFORMATION

CORE BEHAVIOURS FOR THE POST (Please tick those relevant)			
Commercial Thinking & Analysis		Planning	
Customer Service		Developing Self & Others	
Delivering Results		Teams, Networking & Partnerships	
Values, Ethics & Diversity		Adapting to Change	
Delivering a Quality Service (Continuous Improvement)			

SHORT LISTING AND INTERVIEW CRITERIA	ESSENTIAL	DESIRABLE
Qualifications		
Relevant degree/masters or post graduate/professional qualification in a relevant subject.	✓	
Evidence of relevant career progression, and successful delivery, in senior roles of increasing scale and complexity	✓	
Evidence of continued professional, managerial and personal development	✓	
Knowledge and Skills		
Demonstrate a breadth of knowledge at scale across a complex organisation or matrix structure and those of existing and/or potential partner organisations	✓	
Knowledge and clear understanding of public service provision and the integration with the public service reform agenda. Ideally, linked to local communities and the principle challenges faced to provide these, operationally, strategically and politically	✓	
Knowledge and understanding of local democracy and Political and Executive	✓	

decision making		
Knowledge of the work of the regional reform agenda and public service reform; specifically but not exclusively the interdependency and integration to resident health and well-being.		✓
Knowledge and understanding of strengths based and community asset approaches in influencing public sector reform.	✓	
Clear knowledge and understanding of the practical application of Quality Assurance systems and their value to an organisation	✓	
Strong interpersonal skills to lead, initiate and develop positive and effective working relationships, both internal and external, influencing and negotiating with other leaders in this and other local and national organisations	✓	
Able to lead and work effectively with others, responding to different styles, inspiring confidence and providing practical assistance to them when faced with sensitive or difficult issues	✓	
Ability to identify future influences and opportunities and encourage the identification of alternative and diverse models of delivery	✓	
Demonstrable leadership skills used to inspire and motivate others and effectively manage change	✓	
Experience		
Experience of combining services, both internal and external, to achieve efficiencies and service improvements	✓	

Success in initiating and developing effective stakeholder working relationships and partnerships, working collaboratively to deliver excellent services	✓	
Proven experience of working effectively and impartially with senior managers and elected members and in supporting the democratic decision making process		✓
Experience of successfully initiating, managing and delivering complex projects to time and to budget	✓	
Experience of successful matrix management	✓	
Ability to develop and deliver complex strategies	✓	
Advanced analytical and systems thinking skills to investigate and interpret complex information and situations, draw conclusions, making recommendations for action and ensuring they are carried through	✓	