**Person Specification – Area Manager**

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| **Competencies** | **Essential** | **Desirable** | **Assessment method** |
| **Experience** | * Experience as a senior / strategic manager in a regulated environment * Proven leadership experience across a large, multidisciplinary team * Experience managing a range of professionals * Results driven professional management experience * Experience delivering a balanced set of KPIs through large teams * Demonstrable experience in strategic planning and implementation to drive agency growth and performance * Experience in budget management, financial planning, and expenditure control. | * Experience in children’s services | CV  Assessment centre  References  Interview |
| **Personal Qualities, Knowledge and Skills** | * Strong financial and budgetary skills * Strategic and management skills demonstrated through operating as a senior manager * Proven negotiation skills ideally within the public sector * Ability to make data-driven decisions and strategic recommendations for business growth and development. * Excellent interpersonal and communication skills, with the ability to represent the agency effectively to all stakeholders * Proven ability to manage and lead transformational initiatives and service improvements * Strong written communication skills for producing reports and documentation, sometimes for regulatory bodies * Resilient with the ability to handle high-pressure situations and adapt to changing demands and priorities * High standards of professionalism, integrity, and confidentiality. * Commitment to ethical practices and adherence to company policies and procedures. |  | CV  Assessment centre  References  Interview |
| **Qualifications & Certifications** | * Evidence of continued professional development * Hold a full UK driving licence with access to a car | * Educated to masters level * Post-graduate qualification in management or leadership | Certificates  CV  Interview |
| **Languages** | English |  | Interview  CV |

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| **Job Holder** |  |  |
| Name: | Signed: | Date: |
| **Signed on behalf of the NFG** |  |  |
| Name: | Signed: | Date: |