**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
 | CVAssessment 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.
 |  | CVAssessment 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
 | CertificatesCVInterview |
| **Languages** | English |  | InterviewCV |

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