

## Active Lincolnshire - PERSON SPECIFICATION

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|--|--|--------------------------------|
| Job title:   | Chief Executive Officer  |                                |
| Department/team/location:  | Ingham, Lincolnshire   |                                |
| Qualifications/academic achievements required to do the job  |  |                                |
| Essential  | Desirable  | Method of assessment           |
| <p>Educated to degree standard, a management qualification or to an equivalent vocational qualification in any discipline.</p> <p>Minimum of 10 years leadership within a physical activity, sport or community development sector.</p>  | <p>Degree or equivalent in a relevant policy, community development or sport development field.</p>  | <p>Application</p>             |
| Experience - type and depth of experience required to do the job   |  |                                |
| Essential  | Desirable  | Method of assessment           |
| <p>Experience navigating large and complex organisations, including gaining access to key executives and stakeholders and successfully managing relationships to a common purpose.</p> <p>Experience in generating income from commercial sales and partnerships.</p> <p>Strong evidence of success in securing and developing commercial partnerships with the ability to grow and develop a small to medium size business.</p> <p>A proven ability to respond quickly and on own initiative to changing complex circumstances, maintaining a clear view of overall strategic pictures</p> <p>A proven ability to identify opportunities to create new partnerships/projections in support of Lincolnshire Sport targets.</p> | <p>Practical knowledge of sport and physical activity and the social and economic benefits that sport can bring.</p> <p>Practical knowledge of sport development infrastructure, governance and political environment that drives investment into sport.</p> | <p>Application / Interview</p> |

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|--|------------------|-----------------------------|
| <p>A proven ability to build and manage a high-performance team including the ability to improve team and individual performance.</p> <p>A proven track record in effectively managing budgetary and financial issues.</p> <p>Clear track record in developing excellent relationships, shared purpose, commitment to change and delivery against outcomes.</p>  |                  | Application / Interview     |
| <b>Skills/special aptitudes required (e.g. presentation skills, ability to work unsupervised etc.)</b>   |                  |                             |
| <b>Essential</b>   | <b>Desirable</b> | <b>Method of assessment</b> |
| <p>Highly developed written and oral communication skills including the ability to present complex messages at the highest level, engaging the team in continuous improvement.</p> <p>Exceptional presentation and public speaking skills, and ability to work with the media.</p> <p>Excellent numeracy and analytical skills to enable financial scenario planning and the development of business cases to support strategic plan delivery.</p> <p>Highly developed strategic planning skills.</p> <p>Clarity of purpose and an ability to develop a shared vision and purpose.</p> <p>Able to motivate and lead a diverse team from a range of backgrounds.</p> <p>Clear, strategic thinking with an organised approach.</p> |                  | Application / Interview     |

| <b><i>Personal disposition (e.g. personality, dependability)</i></b>   |                                 |                             |
|--|---------------------------------|-----------------------------|
| <b>Essential</b>   | <b>Desirable</b>                | <b>Method of assessment</b> |
| <p>Integrity, transparency and authenticity</p> <p>Focus and confidence: able to make difficult decisions for the future of the organisation.</p> <p>Inspirational, with the ability to motive and lead others.</p> <p>Highly motivated, demonstrating a passion for the positive role that physical activity and sport can play in developing people and communities.</p> <p>Innovative, bringing fresh thinking and great ideas to make a bigger difference to the ambition.</p> <p>Self-aware, with strong interpersonal skills to develop productive and strategic working relationships within a political environment.</p> |                                 | Application / Interview     |
| <b>Circumstances - any special conditions that apply (e.g. able to work weekends etc.)</b>   |                                 |                             |
| <b>Essential</b>   | <b>Desirable</b>                | <b>Method of assessment</b> |
| <p>The successful candidate will be required to travel locally and to national events.</p> <p>The role will require occasional unsociable hours and weekend working.</p>   |                                 | Application / Interview     |
| <b>Person specification prepared by:</b>   | Suzanne Tricker, B&G HR Limited |                             |
| <b>Date:</b>   | March 2017                      |                             |