

SOUTH WALES FIRE & RESCUE SERVICE

PERSON SPECIFICATION

POST TITLE	Director of Strategic Change and Transformation
LOCATION	Fire & Rescue Service Headquarters

You should provide clear evidence that demonstrates you meet each attribute based on your knowledge and experience relevant to the post.

Factor	Attributes	Essential
Qualifications/ Knowledge/ Experience	Relevant Higher Management Qualification e.g. Degree, MBA, DMS, Post Graduate Management Qualification, Change Management qualification or equivalent experience.	✓
	A background of success in formulating, leading and implementing large scale strategic change and transformation programmes to raise standards and improve culture.	✓
Personal Impact	Ability to communicate with integrity and passion to internal and external stakeholders.	✓
	Can build and maintain trust by listening to others' views and adapting to change.	✓
Outstanding Leadership	Personal and professional demeanor and credibility that commands confidence and trust.	✓
	Effective negotiation and influencing skills, establishing an effective network of contacts and positive relationships that generate confidence and trust.	✓
	Persuasive interpersonal and collaboration skills to drive alignment across functions and stakeholders.	✓
Service Delivery	Able to work effectively to develop practical and creative solutions to strategic issues and achieve sustainable transformation.	✓
	Able to use formal and informal engagement and consultation methods to get feedback from staff to	✓

Factor	Attributes	Essential
	improve the culture within the Service.	
Organisational Effectiveness	Ability to deliver high standards of work within tight time scales and competing priorities, ensuring that projects and programmes are co-ordinated and delivered in accordance with Service requirements.	✓
Factor	Attributes	Desirable
	Ability to speak Welsh or give an undertaking to learn Welsh	✓

An enhanced DBS check with Barring will be required in the event of a successful application. Having a criminal record will not necessarily be a bar to obtaining a position.

