

## Person Specification – Chief Financial Officer

### Senior Leadership in the Inspire Learning Partnership:

While the range of responsibility changes as roles become more senior in the organisation, there are a number of core features that are consistent to all leadership roles across the ILP. They are inextricably linked to our core INSPIRE values. The core features and hallmarks of senior leadership within the Inspire Learning Partnership are:

#### INNOVATION -DYNAMIC AND CREATIVE EXECUTIVE LEADERSHIP

- ✓ Innovative and high performing
- ✓ Courageous and committed leadership

#### NURTURE

- ✓ Dynamic and supportive
- ✓ Emotionally intelligent

#### SUCCESS

- ✓ Proactive contribution
- ✓ Observing the highest standards
- ✓ Altruistic collaboration

#### PASSION

- ✓ An Effective Team Player
- ✓ Committed and passionate

#### INTEGRITY – LEADING WITH MORAL PURPOSE

- ✓ Pupils first – a belief that all pupils can achieve and an unwavering commitment to pursue successful outcomes for all
- ✓ Championing the vulnerable
- ✓ Commitment to equality of opportunity

#### RESPONSIBILITY

- ✓ Leading through others.
- ✓ Inspire and drive
- ✓ Oversee the development of strategy and policy
- ✓ Lead consultation and implementation

#### EXCELLENCE

- ✓ Effective role modelling
- ✓ Strive to get every day right
- ✓ Not accepting anything less than the best

### **The ten personal qualities needed for leadership roles in the ILP:**

1. A capacity for hard work.
2. Eternal optimism and resilience in the face of challenges
3. The ability to inspire
4. An unshakeable conviction that young people can be successful in spite of their circumstances or other external factors
5. High level interpersonal skills.
6. Excellent time management
7. The ability to remain calm under pressure or in stressful situations
8. The ability to pause and reflect and think before making an important decision.
9. The ability to respond positively to and deliver constructive criticism.
10. The ability to delegate effectively

## The ten skills and associated professional experiences essential for the role of Chief Financial Officer

Key Leadership Skill and/or knowledge	Experiences Required
1. Business acumen	A track record of creating a healthy and sustainable business model, wherein income is generated and value for money achieved. Experience of effective business management, including leadership of a multi-professional team, in times of austerity would be valuable, as would experience in the not-for-profit sector.
2. Financial acumen	A track record of finance leadership supporting organisational success. Understanding of accrual based accounting and experienced in creation of timely, accurate management accounts. Ideally educated to degree level with an associated relevant professional finance related qualification, such as ACA / ACCA.
3. Governance	An understanding of how effective governance can support the organisation and lead to positive change. Experience of working with and reporting to a governance Board.
4. To be able to think strategically and to articulate a clear vision	A track record of creating and implementing an organisation wide vision and experience of delivering strategic leadership, leading to demonstrable organisational improvement
5. Information Technology (IT)	An understanding of IT and how it supports the Trust
6. Ability to take on leadership across a range of domains.	Recent experience of leading a multi-professional team.
7. An understanding of the principles of effective change management and knowledge of what that means in practice	Experience of leading innovation & change - a successful innovator of improvement that has demonstrable positive impact
8. An appetite to seek out and develop Innovative entrepreneurial practices, including implementation of new technologies.	Experience of leading innovation, system and process improvements. Evidence of innovation; seeking income generating opportunities; marketing products and services, and achieving profitable outcomes
9. Effective networking skills	Experience of working with multi agencies to develop new approaches and accelerating improvement
10. Understanding of the principles and practice of effective self-evaluation and preparation for inspection	Experience of supporting organisations through inspections and other external scrutiny processes