**CESSAC and CESSA HA CEO Candidate Profile**

It is unlikely that shortlisted candidates will have deep experience and well-developed skills in **all** the areas described below. We expect that candidates will have some training and development needs to fit this unique role.

Shortlisted candidates will have a range of skills and knowledge covering the broad areas below.

**Experience**

Leadership in a regulated environment, relevant to the management of Charities and/or Regulated Social Housing

*Plus at least one of the following:*

Experience of working in a charity setting: knowledge and understanding of Trustee responsibilities and how a Trustee led organisation operates

***or***

Experience of social and/or sheltered housing management

***or***

Experience of working in military organisations and/or an understanding of the demands of military service.

**Professional Skills**

Development of organisational strategic aims and objectives

Planning and delivery to achieve strategic aims, objectives, operational performance and significant organisational change

Providing Secretariat support at senior level with ability to demonstrate an understanding of good governance and constructive, collaborative working with Boards and Committees

Management of HR performance and related resources

Ability to inspire a great working culture focused on the needs of our beneficiaries

Financial management and application of accounting principles

Risk identification and management

**Personal Skills**

Strong, inclusive and positive leadership skills that bring confidence to all

Excellent communication and interpersonal skills with ability to engage internal and external audiences

Good influencing and negotiating skills

Presence and confidence to lead a close-knit team, motivate staff, plan and lead change

Personal organisation and administration skills

Self-starter

Strong planning and project management skills

Collaborative worker

A reflective approach to learning from experience

Constructive approach to working with all stakeholders

Resilience and tact to work with voluntary Trustees