

Person Specification

Quality	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> • Experience of operating at a senior strategic leadership level within an organisation • Strong leadership skills, ability to motivate and bring people together • Financial management expertise and a broad understanding of finance issues • Good understanding of governance • Experience of, or good understanding of, working with customer focused organisations and a commitment to high standards of customer care 	<ul style="list-style-type: none"> • Broad knowledge and understanding of BCRS and the and current opportunities/ issues affecting the Society • Experience of organisations that operate for the benefit of communities
Market Experience		<ul style="list-style-type: none"> • Familiar with challenges of funding SMEs from the lender's perspective. • Familiar with challenges of funding SMEs from the borrower's perspective
Board Experience	<ul style="list-style-type: none"> • Experience of governance and working with or as part of a Board 	<ul style="list-style-type: none"> • Previously held a Chair role
Sector Experience	<ul style="list-style-type: none"> • Financial Services 	<ul style="list-style-type: none"> • Cooperative sector • Not for Profit sector
Commercial Experience	<ul style="list-style-type: none"> • Held a Senior Leadership position either at MD/Director or Partner level • Experience of lobbying 	<ul style="list-style-type: none"> • Fund development /management • Experience of Mergers & Acquisitions • Experience of leading an organisation through substantive technological change, preferably in financial services

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<p>Competency</p>	<ul style="list-style-type: none"> • Financially literate with strong financial acumen • Strategic leadership experience • Effective leadership skills • Builds effective stakeholder relationships • Promotes good governance • Experience of change management in a business or organisation • Commercial awareness 	
<p>Qualities</p>	<ul style="list-style-type: none"> • Demonstrate a strong and visible passion and commitment to the Society, its strategic objectives and cause • Exhibit strong inter-personal and relationship building abilities and be comfortable in an ambassadorial role • Demonstrate tact and diplomacy, with the ability to listen and engage effectively • Ability to foster and promote a collaborative team environment • Personal values set aligned with BCRS' values • Honesty (including openness with self-disclosures, integrity and reputation) • Skills to run meetings effectively • Strong networking capabilities and an established network that can be utilised for the benefit of the Society • Time and commitment to effectively discharge the responsibilities of the post. • An active commitment to diversity 	