PERSON SPECIFICATION

Independent Chair, Shropshire Safeguarding Adults Board

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

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Qualifications and training

Method of Assessment – D, I

Essential:

- Educated to degree level.
- A relevant professional qualification of sufficient standing to command professional respect within a multi-agency Board.

Desirable:

- Evidence of continuing professional development relevant to adult safeguarding, governance, leadership or partnership working.

Experience and knowledge

Method of Assessment – I, P, D

Essential:

- Substantial senior-level experience of leading and managing within a large public, independent or voluntary sector organisation.
- Experience of chairing complex professional meetings efficiently and effectively at a senior level.
- Experience of working across agency and professional boundaries and of developing effective collaborative partnerships.
- Sufficient experience of the operational context of safeguarding adults to make well-rounded contributions to the consideration of case and practice issues.

- Experience of managing strategic and operational change.
- Experience of working with members of the public to improve services.
- Comprehensive knowledge of adult safeguarding legislation, statutory guidance, research and developments in integrated working across relevant statutory agencies.
- Understanding of safeguarding adults and promoting the welfare, rights and wellbeing of adults with care and support needs.
- Knowledge of appropriate corporate governance frameworks and the structure and functioning of large organisations.
- Knowledge of performance management and quality assurance systems in multi-agency strategic and operational environments.
- Knowledge of funding and accountability arrangements across the public, independent and voluntary sectors.
- Knowledge of the wider statutory duties of a Safeguarding Adults Board and the key drivers and influences affecting public services and partner agencies.

Desirable:

- Knowledge of regional and national networks relevant to Safeguarding Adults Board chairs, including ADASS and the Local Government Association.

Specialist skills and abilities

Method of Assessment – S, I, P

Essential:

- Highly developed interpersonal, presentation and communication skills, including the ability to maintain a positive public and professional profile and represent the Board in media and other forums.
- Ability to influence senior stakeholders, decision-makers and political representatives within a complex multi-agency environment.
- Ability to think clearly, act assertively and negotiate effectively.
- Ability to build and sustain constructive working relationships across partner organisations.
- Strong problem-solving skills, including identifying issues and risk and leading partners towards effective resolution and decisions.
- Excellent chairing skills, including organising and coordinating business, following through decisions, managing competing views and providing constructive challenge.
- Ability to negotiate and resolve conflict between agencies, including providing independent arbitration where required.

- Ability to recognise discrimination, promote equality of opportunity and respect diversity in the Board's work.
- Ability to maintain high standards of confidentiality and information security in relation to individual cases and sensitive cross-organisational matters.
- Self-motivated and able to operate independently outside a single-agency hierarchy.
- Competent in the use of information technology systems.

Desirable:

- Experience of public or media representation on complex or sensitive safeguarding matters.

Personal skills and attributes

Method of Assessment – I, P

Essential:

- Enthusiasm, commitment and determination to progress a complex safeguarding agenda.
- A clear commitment to improving outcomes for adults with care and support needs.
- Ability to inspire others and secure their commitment to shared priorities.
- Commitment to equality, diversity and human rights principles.
- Commitment to empowering adults and respecting their right to self-determination.
- Personally credible, impartial and able to provide independent challenge while sustaining effective relationships.

Desirable:

- A strong commitment to continuous learning and improvement across the safeguarding partnership.

Decision making impact and innovation

Method of Assessment – S, I, P

Essential:

- Ability to provide independent strategic vision, challenge and scrutiny of local adult safeguarding arrangements and practice.
- Ability to determine, following the scoping of available information, whether the criteria are met for the Board to undertake a Safeguarding Adult Review.

- Ability to oversee statutory case review activity and ensure that processes are robust and support organisational learning.
- Ability to hold partner organisations and Board subgroups to account for delivery, outcomes and the effective deployment of resources.
- Ability to oversee strategy, business planning, performance management and annual reporting, maintaining a clear focus on impact and improved outcomes.
- Ability to exercise sound judgement where there are competing priorities, organisational interests or conflicts of interest.

Desirable:

- Evidence of using learning, performance information and assurance activity to influence system-wide improvement.

Fluency Duty

Essential – Communication (Fluency Duty)

This role is subject to the Fluency Duty under the Immigration Act 2016. The postholder will be required to demonstrate an appropriate level of spoken English where this is a regular and intrinsic part of the role.

This criteria applies in accordance with the statutory Fluency Duty for public facing roles

Special working conditions

Method of Assessment – I, D

Essential:

• Flexibility to undertake the required duties, including work outside normal office hours where necessary.

- Availability to Board members outside formal Board meetings when reasonably required.
- Ability to work across Shropshire and engage with regional and national partners as required.
- Ability to work from home on a regular basis and attend Council or partner locations when required.
- Commitment to keeping Board business and documentation safe, secure and confidential.
- Ability to work from home on a regular basis, with the requirement to attend your primary work base as and when required.

Desirable:

- Ability to work co-operatively with neighbouring Safeguarding Adults Boards and relevant regional and national networks.