

Person Specification

Job Title: WISHH Charity Chief Executive

Department: WISHH Charity

Requirement	Essential	Desirable	How Assessed
Qualifications	<ul style="list-style-type: none"> • Educated to post graduate degree level/equivalent qualification in a relevant subject. • Leadership/management or project management qualification or equivalent experience • Specialist fundraising and/or marketing qualifications or equivalent experience 	<ul style="list-style-type: none"> • Evidence of understanding the range of issues across the NHS and Charity sector 	Application form and interview
Experience	<ul style="list-style-type: none"> • Significant proven experience in fundraising with evidence of generating significant levels of philanthropic income of all types • Experience of marketing and fundraising strategy development • Senior operational and strategic leadership experience with Board exposure. • Experience of successful development and implementation of business plans and business cases. • Proven success of devising, implementing and maintaining major donor recruitment, with evidence of clear strategies to meet set targets and outputs. • Experience of internal/external partnership working at a senior level, with a proven track record of successful persuading, influencing and negotiating. • Ability to forecast, set and control budgets. • Experience of managing a successful, well-motivated team, with experience of managing performance, training and development and staff wellbeing. Experience of managing volunteers is an advantage. • Substantial proven experience of report writing and presenting complex information in a simple, concise and engaging way. • Experience of policy and procedure development. 	<ul style="list-style-type: none"> • Experience of overseeing a major gift campaign • Experience of making maximum use of a major fundraising database • Managing and implementing change at a senior level • Experience of Innovative techniques to problem solve 	Application form and interview

	<ul style="list-style-type: none"> • Detailed knowledge and understanding of issues, opportunities and policy affecting health, public services and the charity sector, including governance and regulatory aspects. • Ability to calmly resolve diverse and complex problems 		
Skills, Knowledge and Ability	<ul style="list-style-type: none"> • Excellent oral and written communication skills including ability to present to large groups. • Ability to motivate and enthuse colleagues. Strong leadership skills • Entrepreneurial, creative approach to developing mutually beneficial partnerships. • Persuasive with excellent interpersonal, diplomatic, influencing and negotiating skills. • Ability to make a significant contribution to the development of the overall strategy for the work of the Fundraising team. • Good analytical and strategic visioning skills • Political awareness – ability to perceive impact of actions on the decisions and activities of others • Excellent organisational skills with the ability to respond effectively to multiple priorities and tight deadlines • Able to take the lead and facilitate new initiatives/changes • Demonstrates the ability to make sound judgments and generate new ideas in complex situations. 	<ul style="list-style-type: none"> • Experience of overseeing a major gift campaign • Experience of making maximum use of a major fundraising database • Managing and implementing change at a senior level • Experience of Innovative techniques to problem solve 	Application form and interview
Other Requirements	<ul style="list-style-type: none"> • Able to work autonomously and collaboratively • Able to bring the best out in people by harnessing their energy and talent • Flexible and willing to commit to achieving results and meeting deadlines Sets high standards and motivated to achieve these • Initiative – sees opportunities and acts on them proactively • Promotes an environment of continuous learning and staff involvement in decision making • Committed to continuing professional development • Holder of Full UK driving licence • Willing to work flexibly with some out of hours working required 	<ul style="list-style-type: none"> • Demonstrates responsiveness and resilience in leading change and reaching goals 	Application form and interview