

FLVC Chief Officer Person Specification

Essential Skills and Behaviours: The successful candidate will demonstrate:

- Visionary and values-led leadership, with the ability to set a clear direction and lead, motivate and inspire others.
- Strategic and analytical thinking, with the ability to translate organisational priorities into effective plans and outcomes.
- An enterprising and solutions-focused approach, with the ability to drive performance, innovation and continuous improvement.
- Emotional intelligence and self-awareness, demonstrating empathy, sound judgement and the ability to create a positive, inclusive organisational culture.
- Resilience and adaptability, with the ability to lead confidently through change, challenge and uncertainty.
- Excellent communication and influencing skills, with the ability to engage effectively with a wide range of audiences.
- Effective leadership and delegation skills, empowering colleagues while maintaining appropriate accountability.
- A commitment to personal development and reflective leadership, with an openness to learning and feedback.
- A strong ability to build trusted and productive relationships across the Third Sector and with public bodies, funders, communities and other stakeholders.
- A strong commitment to equality, diversity and inclusion, reflected in both leadership practice and organisational culture.
- An understanding of and empathy with the culture, communities and bilingual context of Wales.

Essential Knowledge and Experience: The successful candidate will have:

- A degree or equivalent professional qualification, or significant relevant experience at a senior level.
- Significant senior leadership or management experience, ideally within the Third Sector or a closely related environment, including experience of working effectively with a Board or governing body.
- Experience of leading and managing organisational change, including supporting people through periods of development or transition.
- Experience of managing, developing and supporting staff, including performance management, appraisal and professional development.
- A successful track record of securing and/or managing external funding, including grants, contracts or commissioned services.
- Strong financial management and planning experience, including budgeting, monitoring and contributing to organisational sustainability.
- A strong understanding of the Third Sector, including the opportunities and challenges facing voluntary and community organisations.
- Knowledge and understanding of public policy and the public sector environment in Wales, at local, regional and national levels.
- Experience of developing effective partnerships with stakeholders from different sectors and organisations.

Desirable Knowledge and Experience: It would be advantageous to have:

- A relevant postgraduate, professional or leadership qualification.
- Experience of managing services or projects supporting vulnerable people or communities.
- Welsh-language skills, or a commitment to developing Welsh-language capability appropriate to the role.
- Experience of working in partnership with local authorities, health services and/or other public bodies.
- Experience of community development and community engagement.
- Knowledge or experience of social prescribing and community-based approaches to health and wellbeing.
- Experience across key areas of organisational operations, including HR and employment practice, IT and data management, procurement, business services, communications and marketing, and project management.