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**Royal Caledonian Education Trust**

**Chief Executive Officer**

**PERSON SPECIFICATION**

Qualifications and Experience

Essential

* Educated to degree level or equivalent.
* Demonstrable knowledge and understanding of developing and managing children’s services in a statutory or voluntary sector setting.
* Experience of the challenges of service delivery in relation to children and young people and/or the Armed Forces community.
* Direct experience of effectively managing resources and budgets, together with delivery of long-term financial sustainability and value for money.
* Experience of leading both strategic and operational planning processes including implementation and delivery on the long-term strategic direction of an organisation.
* Experience of good governance, together with knowledge and understanding of the workings of a Voluntary Board.
* Strong political acuity coupled with knowledge of the regulatory and wider political landscape in relation to young people in Scotland.

Desirable

* Experience of grant giving, management and administration.
* Experience of investment management.
* Relevant experience of delivering significant programmes of change resulting in tangible benefits and outcomes.

Abilities, Skills and Knowledge

Essential

* An active listener who is willing to take opinions of internal and external stakeholders into account, and to acknowledge and champion the voices and experiences of Armed Forces children and young people.
* A passion and commitment to working with staff, stakeholders and children and young people themselves. Thereby, to ensure the best possible outcomes for young people.
* An understanding of, and commitment to a children’s rights approach.
* Strong stakeholder management experience coupled with a proven track record in building and maintaining a wide range of collaborative relationships and partnerships.
* A proactive, supportive and ambitious leader who brings an inclusive and flexible approach, inspires excellence within the team, and continues to push for significant improvements in the lives of young people.
* Experience of strategic, financial and operational planning, budget setting and monitoring and a familiarity with appropriate IT planning packages.
* An ability to support our long-term fundraising strategy in the current climate.
* Knowledge and understanding of safeguarding principles and requirements.
* A high level of interpersonal skills both oral and written, the ability to develop working relationships at all levels and demonstrable influencing skills.

Desirable

* Knowledge and understanding of the challenges facing Armed Forces children and young people from serving, veteran and reservist families.
* Knowledge and understanding of investment terminology and policies.

Malcolm Noble