

Vice Principal - Finance, Resources and Sustainability

Person Specification

Attributes	Essential	Desirable	Assessment Method
Qualifications	<p>Educated to degree level (SCQF Level 9) or equivalent in a relevant subject area.</p> <p>A professional accountancy qualification.</p> <p>Evidence of Continuous Professional Development.</p>		
Experience	<p>The post holder will demonstrate a track record of:</p> <ul style="list-style-type: none"> - Broad and well-rounded senior management experience in College, University, public and/or private sector education-related organisations - Strategic Planning and Project Management - Stakeholder engagement and relationship management - Process design, development and review 	<ul style="list-style-type: none"> - Change management, with ability to motivate and gain commitment to objectives and integrate a multi-professional team - Policy development and funding arrangements - Quality Assurance and Enhancement processes - Education Scotland or other external quality frameworks - Approaches to improve learner 	-



	<ul style="list-style-type: none">- Effective and efficient staff utilisation- Positive and effective staff relations- Budgetary monitoring, control and review to maximise return on investment- Working to the highest standard of Corporate Governance- Performance management, both individual and team, creating a culture of reflection, responsibility and excellence.	<p>retention and success</p> <ul style="list-style-type: none">- College Regional Outcome Agreements- Experience as a Board member of an organisation or operating at Board level as an attendee- Experience in market analysis, change management and performance monitoring.	
Skills/Knowledge	<p>Demonstrable knowledge of:</p> <ul style="list-style-type: none">- Scottish College Funding, budgeting and finance;- Strategic financial management and accounting practice;- Digital services technologies and information systems;- Administrative and corporate service and support;- Workforce management and development;- Corporate Governance;		



	<ul style="list-style-type: none">- Estates, facilities and sustainable environmental utilisation;- Approaches to ensure efficient deployment of staff and utilisation of resources;- Scottish Government Education Policy;- Scottish Funding Council and Skills Development Scotland strategy and funding methodologies;- Effective approaches to strategic and operational planning;- Understanding the demands, challenges and opportunities of contemporary issues in equality, diversity and inclusion, as a means of achieving social inclusion and transformation.		
Other	<p>Evidence of:</p> <ul style="list-style-type: none">- Ability to think strategically- Ability to establish and maintain beneficial partnerships- Ability to develop and maintain effective relationships with key partner stakeholders		



	<ul style="list-style-type: none">- Effective leadership and management skills with the ability to lead and motivate staff in order to facilitate strategy and policy development and delivery- Leading and managing a complex portfolio in line with strategic priorities- Ability to successfully exercise robust planning, monitoring and control of budgets- Excellent communication skills using a variety of formats- Ability to delegate effectively in accordance with good leadership practice.		
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