

JEWISH CARE SCOTLAND

CHIEF EXECUTIVE CANDIDATE PROFILE

December 2009

General Profile

The new appointee as Chief Executive of Jewish Care Scotland will have a broad range of responsibilities. The person appointed must be able to manage the organisation and oversee and lead its future development. Managerial experience is therefore essential. Of particular importance to Jewish Care Scotland is that the successful candidate should have a cultural fit with the organisation - this would require the person to be “a people’s person” who understands, appreciates and is sympathetic to the charity’s values, history and traditions. This suggests the new Chief Executive will have a Jewish awareness together with a sensitivity to and knowledge of Jewish communities in Scotland. The style of management will require to be inclusive, embracing clients, volunteers and staff alike. An understanding and knowledge of social work or social care would be helpful. The new appointee should possess the ability to network effectively with key stakeholders including local authority funders.

Experience and Background

A strong, demonstrable track record of organisational leadership.

Significant management experience – preferably of a broad nature to include such matters as staff management, human relations, public relations, finance and other matters, for example the maintenance of buildings, health and safety and risk assessment.

Knowledge or experience of the working of the public sector and/or of voluntary organisations.

Knowledge or experience in a professional or personal capacity which would indicate an ability to operate comfortably at Board level. This would include, for example, good financial acumen, the capacity to develop and present good business cases and to negotiate and influence at a senior level.

An understanding of the governance agenda and the different roles of the Board of Directors and the Management Team.

Experience of a significant nature of external networking and the ability to negotiate, influence and communicate at a senior level.

Proven ability to manage teams.

Demonstrable knowledge of Jewish issues and cultural values together with a knowledge and understanding of the British Jewish Community.

Key Competencies

Leadership.

Management.

Numeracy.

High level of communication skills both verbal and written.

Representation, advocacy and networking skills both at individual and organisational level.

The capacity to prioritise and balance workloads.

Drive and the ability to motivate.

Standards and quality results orientation.

Personal Qualities

Ability to empathise and act with sensitivity.

Highly developed leadership skills, including strong motivational and team building skills.

Strategic thinking – the ability to see the bigger picture.

Flexibility – ability to encourage and motivate people to embrace new ideas and ways of working.

An excellent sense of judgement.

Capacity to take and implement tough decisions.

Diplomatic skills.

Political awareness and a strong relationship builder.

Good presentation skills.

Business acumen.

Enthusiasm and commitment.