

Lancashire County Council
Person Specification (Grade 10 – Managerial)

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
Qualified professional or equivalent with significant relevant experience or Significant vocational experience, demonstrating development through involvement in a series of progressively more demanding relevant roles	E	A
Experience:		
Experience of managing budgets of some complexity and risk	E	A, I
Experience of leading, coaching and mentoring to develop others	E	A, I
Knowledge and Skills:		
Skills in resolving complex problems and managing conflicting issues	E	A, I
Good understanding of service area and service goals, as well as relevant council policies	E	A, I
Thorough technical knowledge and understanding of the work practices, systems, processes and procedures relevant to the role	E	A, I
Sound analytical and problem solving capability	E	A, I
Able to formally train and mentor other professional staff	E	A, I
Excellent written and verbal communications skills	E	A, I
Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others	E	I