Person Specification

Job Title	Business Change Accountant
Grade	PO3
Service / Section	Accountancy
Directorate	Finance

Method of Assessment: AF= Application Form, T = Test, P = Presentation, I = Interview
Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Method of Assessment	Essential/ Desirable
Knowledge		
Understanding of: • the statutory Local Government Framework, policies and services including the S.151 responsibility and an understanding of key aspects of the Council and the main challenges and constraints facing it	AF / I	E
• National and local political issues and culture and an understanding of the key strategic issues facing Local Government	AF / I	E
Skills and Abilities		
Commercial acumen and ability to drive change that delivers value for money and able to demonstrable experience of driving efficiency and supporting strategic decision making through analysis, performance reporting and challenge	AF / I	D
Strong customer focus and first class communication and influencing skills and experience of day-to-day managing and developing of staff and performance	AF / I	E
Pro-active and innovative problem solver and committed to fostering cross service working within and beyond the Council	AF / I / P	D
Committed to cost effective services	AF / I	D

Provides an environment where staff are clear about their objectives, empowered to achieve them and held accountable	AF / I / P	D
Finds positive solutions, with others, to challenging issues and is resilient, hardworking, self-motivated, forward thinking, positive and action orientated. Authoritative and credible in dealings at all levels	AF / I	E
Experience		
Experience of financial management and strategy	AF / I	E
Experience of working as a manager in a large complex organisation	AF / I / P	D
Ability to successfully analyse complex issues and situations and provide practical and creative solutions and have the ability to work collaboratively across boundaries and with external partners	AF / I	D
Ability to advise senior officers of the Council on finance matters	AF / I	D
CCAB qualified and / or relevant experience including continuing professional development	AF	E
Equal Opportunities		
Understanding of and commitment to equal opportunities and diversity in service delivery and employment	AF / I	E