



CHIEF EXECUTIVE OFFICER

Person Specification

The CAFS CEO will be a passionate strategic professional, who is proactive, efficient, effective and able to prioritise, delegate and build consensus.

We include the wide range of skills we need in the senior management team below, and rather than indicating these as either essential or desirable, we would like you to make it clear which of the following skills and experience you have and particularly in which areas your strengths lie.

Skills and attributes:

Strategic

- Passionate and visionary leader, able to bring others with you
- Demonstrable experience of developing, coordinating and initiating new and large-scale partnerships
- Ability to network effectively and build alliances
- Experience of maintaining a high media profile and giving television, newspaper and radio interviews
- Strong existing networks and relationships with key gatekeepers in Cumbria
- Significant experience of public speaking and inspiring others to act
- Demonstrable experience of developing organisational strategy, and the income generation and transformational projects needed to implement that strategy

Management

- Ability to lead and manage a team of high achievers, respect and support the skills of others and manage in a collaborative fashion including:
 - Motivational line management and interpersonal skills
 - Strong organisational management skills with attention to detail
- Experience of charity management
- Experience of project and programme management
- Experience of resource management
- Strong financial management skills and experience of setting and operating a budget
- Experience of income generation from individuals, corporates, legacies, trusts and other grants and of developing new income streams that provide a surplus for the organisation
- Experience of reporting to trustees

Technical

- Demonstrable knowledge and understanding of broad sustainability issues, including climate change, and a shared interest in the objectives that CAFS seeks to deliver
- Knowledge of sustainable living and low carbon solutions. May include energy efficiency, renewable technology, land use, transport, waste and food
- Knowledge of new economics and the wellbeing agenda
- Excellent written communication skills

Personal

- Ability to motivate staff and harness skills, energy and enthusiasm
- Ability to manage consensus and negotiate partnership approaches
- Self-motivated, clear minded and innovative
- Ability to work to extremely tight deadlines and manage multiple competing priorities
- Pro-active with ability to suggest solutions and overcome problems
- Ability to work flexibly including some evening and weekend working
- Highly motivated and independent worker requiring minimal supervision