**Person Specification - Change Manager**

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| ***ATTRIBUTES*** | ***ESSENTIAL*** | ***DESIRABLE*** |
| *Changing and Improving* | *Experience of successfully managing structural/cultural change in a large, multi-faceted organisation.*  *Experience of working within a change programme environment, supporting change through analysis, design, implementation and operational support.*  *Able to combine interpersonal and technical change management tools and techniques to achieve desired change initiative objectives, engage people and manage relationships*  *Experience of working closely with, or within, the HR function to deliver successful change.* | *Experience of leading or being part of a team leading a significant change programme within a complex business environment* |
| *Communication and collaboration* | *Able to provide challenge and support effectively to influence and get the best out of people*  *Confidently engages with stakeholders and colleagues at all levels to establish trust and seek constructive outcomes*  *Highly developed communication and engagement skills, both written and oral, confidently able to engage with colleagues at all levels to generate commitment to goals.* |  |
| *Strategy implementation* | *Able to identify tensions, set priorities and make trade-offs between the strategic and pragmatic.*  *Able to weigh up competing views to generate ways forward and implement plans which meet organisational goals*  *Able to work at pace in a complex and ambiguous multi-stakeholder environment, picking up new issues and resolving them, pragmatically weighing complexities involved against the need to act.* |  |
| *Technical/work-based skills* | *Able to demonstrate successful application of project management tools and methodology.*  *Capable and confident in analysing and interpreting a wide range of qualitative and quantitative data.*  *Competent in the use of standard IT productivity tools – e.g. Microsoft Office*  *Strong planning and administrative skills* |  |
| *General Skills/Attributes* | *Flexible and adaptable, able to work in ambiguous situations*  *Demonstrable commitment to the values and expected behaviours of the University* | *Experience or knowledge of the arts or cultural sector*  *Broad and up to date knowledge of key issues in the Higher Education sector* |