

Person Specification - Change Manager

ATTRIBUTES	ESSENTIAL	DESIRABLE
<i>Changing and Improving</i>	<p><i>Experience of successfully managing structural/cultural change in a large, multi-faceted organisation.</i></p> <p><i>Experience of working within a change programme environment, supporting change through analysis, design, implementation and operational support.</i></p> <p><i>Able to combine interpersonal and technical change management tools and techniques to achieve desired change initiative objectives, engage people and manage relationships</i></p> <p><i>Experience of working closely with, or within, the HR function to deliver successful change.</i></p>	<i>Experience of leading or being part of a team leading a significant change programme within a complex business environment</i>
<i>Communication and collaboration</i>	<p><i>Able to provide challenge and support effectively to influence and get the best out of people</i></p> <p><i>Confidently engages with stakeholders and colleagues at all levels to establish trust and seek constructive outcomes</i></p> <p><i>Highly developed communication and engagement skills, both written and oral, confidently able to engage with colleagues at all levels to generate commitment to goals.</i></p>	
<i>Strategy implementation</i>	<p><i>Able to identify tensions, set priorities and make trade-offs between the strategic and pragmatic.</i></p> <p><i>Able to weigh up competing views to generate ways forward and implement plans which meet organisational goals</i></p> <p><i>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.</i></p>	
<i>Technical/work-based skills</i>	<i>Able to demonstrate successful application of project management tools and methodology.</i>	

	<p><i>Capable and confident in analysing and interpreting a wide range of qualitative and quantitative data.</i></p> <p><i>Competent in the use of standard IT productivity tools – e.g. Microsoft Office</i></p> <p><i>Strong planning and administrative skills</i></p>	
<i>General Skills/Attributes</i>	<p><i>Flexible and adaptable, able to work in ambiguous situations</i></p> <p><i>Demonstrable commitment to the values and expected behaviours of the University</i></p>	<p><i>Experience or knowledge of the arts or cultural sector</i></p> <p><i>Broad and up to date knowledge of key issues in the Higher Education sector</i></p>