

Person Specification

Values and Behaviours

- Deep commitment to improving the lives, independence and wellbeing of local people.
- Integrity, transparency and accountability.
- Compassionate, person-centred leadership.
- Commitment to equality, diversity and anti-discriminatory practice.
- Passion for local employment, community connection and social value.
- Courage to innovate and challenge traditional models of care.

Essential Experience

- Senior leadership experience within health, social care, public, non-profit sectors or a similar industry.
- Experience of leading regulated services within strong quality outcomes (CQC or equivalent).
- Experience of managing multi-disciplinary teams and organisational change.
- Demonstrable success in contract management, tendering, and partnership working with local authorities.
- Experience overseeing budgets and resources of a comparable scale.
- Experience working with or reporting to a Board of Trustees or equivalent governance body.

Essential Skills and Competencies

- Strong strategic thinking and ability to translate vision into operational delivery.
- Excellent leadership, communication, and relationship-building skills.
- Ability to manage risk, compliance, and quality assurance in a regulated environment.
- Financial acumen, commercial awareness, and ability to diversify income.
- Understanding of health and safety, environmental standards and cyber security in a social care context.
- Ability to lead a values-driven culture that prioritises dignity, inclusion and wellbeing.

Desirable

- Experience managing property portfolios or long-lease buildings.
- Knowledge of environmental sustainability in social care settings.
- Experience with digital transformation or cyber security frameworks.
- Understanding of the North East health and care system.