

Professional Standards Authority

Personal Specification - Chair

Candidates will be expected to demonstrate high standards of corporate and personal conduct including impartiality and objectivity in the execution of the role and responsibilities. They will also be expected to be a role model of our organisational values of integrity, respect, transparency, fairness and teamwork.

You will need to have significant experience of senior leadership and management at Board level and the capability, competence and public standing to be credible as Chair of the Authority.

It is essential in your application that you provide evidence and proven examples of your experience against each of the essential selection criteria under Part One below, in so far as you can; and you are invited to include information about the desirable criteria, where you can. These responses will be further developed and discussed with those candidates invited for interview, together with the other criteria listed in Part Two.

PART ONE: Knowledge and Experience

Essential Criteria:

Candidates will need to demonstrate

- Commitment to public service and protection of the public
- Ability to lead an effective and accountable board based on sound governance and understanding of the boundaries between executive and non-executive responsibilities
- Experience of addressing complex and contentious strategic issues
- An understanding of the role of regulation in the delivery of professional services
- Evidence of working constructively and collaboratively at Board level with other organisations and individuals
- Evidence of a strong team-working approach, the ability to support others, and work effectively with fellow board members and staff at all levels
- Experience of appraising people at a senior level, including non-executives
- Experience of negotiating, influencing and managing a wide range of stakeholders, and proven ability to be an excellent ambassador for the Authority ensuring that its reputation and credibility are upheld
- Experience of dealing with senior stakeholders, including ministers and senior officials
- Experience of a commitment to equality and diversity
- An understanding of the UK wide context within which the Authority operates.
- Ability to lead and organisation in a dynamic environment
- Ability to lead inclusive and transparent decision-making on complex issues

Desirable Criteria:

- A background in regulation, health, or social care
- Experience of regulatory systems in the UK or overseas
- Experience of public speaking.

PART TWO: Skills and Personal Attributes

Essential Criteria:

- Integrity, probity and exemplary ethical standards, with a comprehensive understanding of the principles of governance and systems of control, and how to apply them appropriately
- Independence of mind and sound judgement with analytical capacity and intellectual flexibility together with the ability to provide impartial, objective and pragmatic advice
- The willingness and availability to devote the necessary time to understand the work of the Authority and contribute to it
- Ability to act in an ambassadorial capacity with tact and diplomacy when handling politically sensitive issues at a national (four country) level
- Commitment to promoting equality and diversity; and to the Nolan principles
- A high level of personal credibility and ability to work as an individual and as part of a team with a constructive style and the ability to listen, communicate and influence effectively
- An ability to develop a productive working relationship with the chief executive, providing support and advice, while respecting executive responsibility
- Ability to instil a culture that reflects the Authority's values
- A willingness to model and promote the value of individual development and of participating in collective Board development
- Commitment to leading and developing the Board in an open and inclusive way, enabling Board members to monitor performance and contribute effectively to the achievement of the Authority's objectives