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| **SELECTION CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS**  MCIPD or equivalent  Experience of managing a HR team in a challenging trade unionised business environment  Learning and development qualification | x  x | x |
| **EXPERIENCE/KNOWLEDGE/SKILLS**  Substantial knowledge of employment law, HR best practice and interpretation of case law, codes of practice and statute  Ability to understand and interpret information and analyse statistics and data to deliver appropriate HR solutions to meet business needs  High level verbal and written communication skills with the ability to adapt message to audience  High level of listening skills to enable counselling, interviewing, mentoring and coaching  Ability to motivate, lead, manage and develop a diverse HR team  Experience of business partnering models and delivery of services to the customer  Understanding of the specific needs of public sector organisations  High level of IT capability and skills  Understanding and experience of job evaluation | x  x  x  x  x  x  x  x  x |  |
| ATTITUDE Persuasive and highly credible  Professional and focused  Self-motivated  Committed to CPD and an overall “can do” attitude to match HR issues to business needs | x  x  x  x |  |