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| **SELECTION CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS**MCIPD or equivalentExperience of managing a HR team in a challenging trade unionised business environmentLearning and development qualification | xx |  x |
| **EXPERIENCE/KNOWLEDGE/SKILLS**Substantial knowledge of employment law, HR best practice and interpretation of case law, codes of practice and statuteAbility to understand and interpret information and analyse statistics and data to deliver appropriate HR solutions to meet business needsHigh level verbal and written communication skills with the ability to adapt message to audienceHigh level of listening skills to enable counselling, interviewing, mentoring and coachingAbility to motivate, lead, manage and develop a diverse HR teamExperience of business partnering models and delivery of services to the customer Understanding of the specific needs of public sector organisationsHigh level of IT capability and skillsUnderstanding and experience of job evaluation |  xxxxxxxx x |  |
| ATTITUDEPersuasive and highly credibleProfessional and focusedSelf-motivatedCommitted to CPD and an overall “can do” attitude to match HR issues to business needs | xxxx |  |