**PERSON SPECIFICATION**

**Strategic Finance Partner Grade 8**

**Vacancy Reference: 0399-24**

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| Criteria | Essential/  Desirable | Application Form/ Supporting Statement/ Interview |
| Fully qualified accountant: hold a professional accountancy qualification (CCAB) or equivalent with a dedication to continuing professional development as required. | Essential | Application Form |
| Significant post-qualification experience (>3 years), and achievement within financial leadership roles, demonstrating an ability to work effectively as finance partner with a range of key stakeholders in pursuit of strategic goals. | Essential | Supporting Statement / Interview |
| Excellent written and verbal communication and influencing skills in dealings with internal and external stakeholders, applying excellent judgement and identifying solutions in complex situations taking account of wider context. | Essential | Supporting Statement / Interview |
| Ability to research and present on key strategic topics credibly and professionally to senior stakeholders, with demonstrable understanding of both the local and wider University context. Demonstration of strong commercial acumen in a dynamic business environment. | Essential | Supporting Statement / Interview |
| Knowledge and experience of activity based costing with demonstrable understanding of cost drivers and overhead cost apportionment. | Essential | Supporting Statement / Interview |
| A strong team player who achieves objectives through development of effective working relationships across organisational boundaries, including with senior stakeholders outside direct area of responsibility. | Essential | Interview |
| A demonstrable ability to identify and effect business process improvements through collaboration and problem-solving, with thinking informed by best-practice. | Essential | Supporting Statement / Interview |
| Knowledge of and ability to apply advanced data analysis techniques, with a demonstrable ‘digital first’ mindset. | Essential | Supporting Statement / Interview |
| Excellent organizational skills in managing self and team. | Essential | Interview |
| Experience of using and developing enterprise level financial systems. | Desirable | Interview |
| Current knowledge of:   * Relevant accounting standards and developments and issues affecting the HE sector. * Data protection legislation | Desirable | Interview |
| Evidence of pursuing own continuing professional development and commitment to a culture of continuous improvement. | Desirable | Supporting Statement / Interview |

* **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
* **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
* **Interview** – assessed during the interview process by either competency-based interview questions, tests, presentation etc.