**Person Specification**

**Dean for Culture and Inclusion**

|  |  |  |
| --- | --- | --- |
| **Criteria** | **Essential / Desirable** | **Application Form / Supporting Statement / Interview** |
| Significant experience of strategic leadership, with demonstrable examples of shaping and influencing direction | Essential | Interview / Supporting Statement |
| Evidenced experience of successful leadership through influence, i.e. without formal line management | Essential | Interview / Supporting Statement |
| A broad and comprehensive understanding of EDI-related matters | Essential | Interview / Supporting Statement |
| Ability to inspire, motivate and collaborate effectively internally and externally, and to establish effective partnerships with stakeholders at all levels | Essential | Interview / Supporting Statement |
| A demonstrable commitment to creating positive change with an ability to address and find solutions to difficult problems and situations | Essential | Interview / Supporting Statement |
| Alignment with the University’s values and strategic plan | Essential | Interview / Application Form |
| Excellent interpersonal and influencing skills, with a collegial style open to the views of others | Essential | Interview |
| A track record in successfully handling highly sensitive, cross-cultural, and confidential matters | Desirable | Interview |
| Experience in leading relevant activities in EDI-related areas | Desirable | Interview |
| An understanding of the opportunities and challenges currently facing the Higher Education sector | Desirable | Interview |
|  |  |  |