

## Person Specification

### Assistant Director Commercial Strategy and Growth

#### Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

- BSc/ BA in business administration, finance or relevant field or equivalent experience.
- Experience of successfully leading significant commercial and business development activity, maintaining a consistent growth trajectory for existing activity.
- Evidence of developing and implementing commercial strategies that identify new market opportunities, according to company goals and objectives.
- Evidence of successfully negotiating and acquiring new contracts, managing and maintaining positive client relationships.
- Demonstrable knowledge and experience of financial and budgeting processes to determine optimal pricing linked to organisational and commercial activity.
- Experience of conducting market research and analysis, decision making based on trends and expectations for the future to inform and enable detailed business planning on commercial opportunities.
- Ability to write reports and present to Executive Management Team and Board complex ideas for development.
- Outstanding dynamic interpersonal skills to support positive influencing across other organisations and stakeholders.
- Comprehensive experience of effective team leadership with the ability to, develop and motivate people, through a fast paced and changing environment.
- Proficient in the use of modern software tools to enhance efficiency and channels of communication.
- Ability to work effectively in a politically sensitive environment.
- Ability to prioritise work within a deadline orientated role.
- Commitment to equality in employment and service delivery.

#### Desirable

- Membership of the Chartered Institute of Housing (CIH)
- Effective and developed networks inside and outside of housing

### **Special requirements**

- Ability to work whatever hours are reasonable and necessary.
- Ability to travel frequently if necessary with overnight stays away from home where required.

### **Part B**

The following criteria will be further explored at the interview stage:

- Ability to eloquently convey complex ideas and positively influence others.
- Strong innovative approach to business development and management.
- Critical analysis and problem solving skills with a close eye for detail.
- Approach to strategic business planning that ensures and enables the delivery of quality services to customers.
- Ability to demonstrate personal and professional credibility.
- Evidence of building productive relationships with diverse stakeholders.
- Approach to leading, managing, motivating and developing staff.
- Evidence of continuous professional and managerial development.
- Change management skills.
- Ability to manage difficult and/or contentious situations and taking decisive action.
- The fit with YHN's values to be Ready, Amazing, Revolutionary and Energetic.