

BISHOP'S ITCHINGTON PARISH COUNCIL

CLERK TO THE COUNCIL AND RESPONSIBLE FINANCE OFFICER

PERSON SPECIFICATION

Factor	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none">• Must hold the Certificate in Local Council Administration or be prepared to work towards obtaining it on appointment within 1 year of commencement.• Level 2 or 3 in education.• Evidence of policy and strategy advice and development.• Relevant organisational and administrative experience in a structured environment.• Leadership and staff management experience.• Demonstrable experience of formal Committee work, agenda preparation and minute taking.• Experience of budget setting, monitoring processes, controls and financial management reports.• Successful implementation of equality and performance management systems.• Project management experience,• Strategic financial management experience in a complex environment• Sound budget preparation, management and financial control systems experience,• Experience of financial forward planning,• Previous experience of working for local authority or similar body in a financial role.	<ul style="list-style-type: none">• Educated to degree or HND level.• ACIS qualified.• Previous experience of working for local authority or similar body.• Experience of dealing with the public and working on own initiative.
Knowledge	<ul style="list-style-type: none">• Knowledge of local government responsibilities, system and procedures.	<ul style="list-style-type: none">• Knowledge of local area.

- Knowledge of the governance, operational and legal framework in which the Council operates including local authority planning procedures.
- Knowledge of employment and health and safety law and data protection.
- Knowledge of relevant accounting procedures – budget setting, audit and monitoring processes and financial management reports,
- Knowledge of insurance procedures and financial risk assessment,
- Working knowledge of accounts and payroll systems and procedures and computer packages,
- Working knowledge of procurement processes within a public sector setting
- Implementation of financial systems and controls to prevent bribery and corruption.

Qualities and Attitudes

- Self-reliant and self-motivated with the drive, determination and initiative to achieve results and motivate others with minimal supervision.
- Flexible, pro-active and hands on approach to tasks.
- Supportive - demonstrating loyalty and commitment to the organisation and staff in past employment.
- Trustworthy with confidential information.
- Ability to demonstrate tact and diplomacy.
- Community focussed.
- Ability to develop and maintain good relationships with staff, councillors, external bodies, contractors and the public.
- Commitment to the delivery of quality service.
- Demonstrable ability to work as part of a team.

Skills and Abilities

- Ability to communicate effectively with others at all levels both internally and externally.
- Excellent written and oral communication and presentational skills.
- High numeracy and analytical skills
- Ability to form and maintain sound working relationships.
- Strategic level organisational and administrative skills.
- Formal agenda preparation and minute taking skills.
- Ability to produce understandable and concise written reports on complex topics.
- Ability to develop, implement and monitor effective systems and procedures.
- Ability to organise and prioritise own and others work.
- Management skills with ability to monitor performance of others to achieve targets and meet deadlines.
- Be able to show ability to work in a logical manner and to strict deadlines.
- IT literate (Level 3 IT qualification or equivalent) with sound working knowledge of MS Office, Excel and Windows packages.
- Articulate speaker in public,
- Ability to develop, implement and monitor effective systems and procedures
- Flexibility and ability to respond quickly to situations

Special Conditions

- Willingness to work and/or attend parish council, and other meetings and functions in evenings,
- Willingness to undertake training
- Prepared to work varied hours to meet the needs of the post