



Job Title: Chief Inspector

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> ▪ Extensive experience of leading and managing staff in the area of adults, justice and/or protection services. ▪ Extensive experience of developing and/ or applying quality assurance/improvement frameworks to support self-evaluation and continuous improvement. ▪ Demonstrable experience of strategic planning and delivery of services and supporting and embedding sustainable business and transformational change. ▪ Extensive experience of collaborative and values-based leadership including working with partners at both a strategic and operational level. ▪ Significant experience in social work practice and management of social work and community care services ▪ Extensive experience of stakeholder engagement at both a strategic and operational level, particularly in the context of planning, developing, commissioning and delivering high quality services. 	<p>Experience of leading and managing multi-disciplinary teams</p> <p>Experience of planning and commissioning services</p> <p>Experience of working with government policy officials and politicians.</p> <p>Experience of scrutiny and assurance activity</p>
Education, Qualifications & Training	<ul style="list-style-type: none"> ▪ Educated to degree level or equivalent. ▪ Appropriate post-graduate professional qualification in social work or other relevant professional qualification ▪ Commitment to own continuous professional development. 	<p>A qualification in quality management/scrutiny and improvement such as EFQM and PSIF</p> <p>Relevant management/leadership qualification, e.g. MBA, Institute of Leadership & Management.</p>
Skills & Knowledge	<ul style="list-style-type: none"> ▪ The ability to apply strategic leadership and direction to diverse, multi-disciplinary teams of senior professional staff. • Demonstrate significant knowledge and direct first hand experience of policy and practice development and implementation in adults, justice and protection services. 	<p>Understanding of, and ability to demonstrate, the management of complex projects.</p> <p>Understanding of corporate governance,</p>

	<ul style="list-style-type: none"> • Demonstrate in-depth knowledge and understanding of social work/social care practice, theory, policy and research in the context of health and social care integration. ▪ Demonstrate significant skills and knowledge of quality assurance and performance management. ▪ Demonstrate commitment to, and understanding of, the principles of the Public Service Reform (Scotland) Act 2010, the Public Bodies (Joint Working) Act 2014 and the principles of better regulation. ▪ Be adept at challenging traditional thinking in a positive and constructive way. ▪ Excellent communicator, both verbally and in written form. ▪ Demonstrate understanding of corporate social responsibility, whereby social and environmental concerns are voluntarily integrated to business operations and stakeholder interaction. ▪ Politically astute. ▪ Ability to translate plans into action. ▪ Excellent negotiation and influencing skills. ▪ Demonstrate broad knowledge of working with inspection/regulation of care. ▪ Knowledge of trends and changes within social work and social care with an understanding of Equality and Diversity ▪ IT literate, using the most effective methods to communicate and manage information. 	<p>including the work of boards, resource committees, audit committees and procurement processes</p> <p>Understanding of scrutiny, assurance and improvement</p>
Key Performance Outcomes	Essential	Desirable
Leading Others	<ul style="list-style-type: none"> ▪ Ability to provide visible, credible, authentic and values-based professional leadership, with a clear sense of purpose and direction to effectively lead a key professional function(s) within the Care Inspectorate. ▪ Ability to effectively deploy staff and other resources to achieve corporate aims and objectives. ▪ Ensuring staff conduct themselves in accordance with the highest standards of honesty, integrity, professionalism, and openness and transparency through the implementation of robust quality assurance, performance monitoring and corporate governance. ▪ Demonstrate ability to provide strategic leadership and direction for multi- 	<p>Demonstrate experience of delivering significant cultural change at a strategic level.</p> <p>Experience of deploying shared resources, including those of partner organisations.</p>

	disciplinary professional teams and bring together groups from different disciplines.	
Management of Resources	<ul style="list-style-type: none"> ▪ Ability to bring together the overall work of a multi-disciplinary team of staff. ▪ Ability to manage resources and budgets in achievement of the Care Inspectorate's aims and objectives. ▪ Ability to drive continuous improvement and manage business planning, quality assurance and performance processes. 	
Effective Communication	<ul style="list-style-type: none"> ▪ Articulate and positive communicator both in verbal and written communication skills. ▪ Ability to engage, negotiate, influence and lead the development of a wide range of key stakeholder groups promoting positive and constructive relationships, both internally and externally. ▪ The ability to build and guide key stakeholder strategies and manage relationships to secure or improve delivery of key programme or service outputs. 	Good public speaking skills with ability to communicate with ministers, present evidence at parliamentary committees and represent the Care Inspectorate at conferences and events.
Impact & Influence	<ul style="list-style-type: none"> ▪ Demonstrates ability to influence at all levels. ▪ A proven track record of promoting, leading and implementing strategies and change programmes to improve the development and quality of services. ▪ Evidence of building positive relationships, engaging and collaborating effectively with others internally and externally. ▪ Demonstrate personal resilience, being able to work flexibly under pressure to deliver tangible results. 	Ability to take account of wider political and organisational sensitivities to develop and deliver corporate/strategic objectives.
Objective Decision Making	<ul style="list-style-type: none"> ▪ The ability to assist the Chief Executive and Executive Directors to set, in consultation with others, the overall strategic agenda, long term aims and objectives and performance standards for the Care Inspectorate and the Scrutiny & Assurance Directorate in particular. ▪ Demonstrate analytical and systematic approach to problem solving. ▪ Ability to make appropriate and realistic judgments, based on relevant, up to date and verifiable information. ▪ The ability to take responsibility for difficult decisions and to remain resilient against possible criticism. 	

Please note – these are key performance outcomes to be used to recruit into the role. Successful applicants will be assessed against all the performance indicators used in the Performance Development Review System once established in the role.