



Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Chair (Professor in Practice), Centre for Economic Transition Expertise (CETEx)

Department/Division: Grantham Research Institute on Climate Change and the Environment

Accountable to: Director of the Grantham Research Institute on Climate Change and the Environment

Competency	Criteria	E/D
Knowledge & Experience	International stature, based on a relevant track record as a leader of policy development and practice	E
	Experience of managing a large scale, complex organisation, with the ability to hire outstanding people, delegate, establish boundaries, and further an environment of collegiality	D
	Demonstrable strength of purpose and vision with a track record of devising and delivering innovation, transformation and change in a complex environment and through successful consensus-building	E
	A strong commitment to fund-raising and an understanding of what this means in practice	E
	Experience as the senior ambassador of a major institution, including representing a variety of views and opinions fairly and delivering compelling and inspiring speeches for internal and local, national, and international audiences.	D
	Ability to work across Europe and with an understanding of relevant policy/ political developments across both the EU and UK	E
Leadership & Strategy	Ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; being widely viewed as a strong developer of others	E
	Demonstrable commitment to identifying and removing barriers to the creation of an equitable, diverse and inclusive working environment	E



	<p>Ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers</p> <p>Evidence of being self-reflective and aware of his/her own limitations; leading by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement</p> <p>Evidence of an entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry</p> <p>Ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
Teamwork and Motivation	<p>Evidence of encouraging others to share the spotlight and visibly celebrating and supporting the success of the team</p> <p>Ability to create a sense of purpose/meaning for the team that generates followership beyond his/her own personality and engages others to the greater purpose for the organization as a whole</p> <p>Evidence as a leader who is viewed by others as having a high degree of integrity and forethought in his/her approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization</p> <p>Ability to self-learn and keep pace with developments in a complex, dynamic and fast-moving area</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
Communication	<p>Excellent interpersonal and communication skills, with the ability to communicate with internal and external stakeholders at the highest levels</p> <p>Excellent presentation skills, delivering presentations to diverse, large audiences</p> <p>Excellent writing skills, taking responsibility for producing high quality written outputs</p> <p>Ability to communicate complex ideas and technical issues to a range of different non-technical audiences. Needs to be able to communicate technical knowledge functionally.</p>	<p>E</p> <p>E</p> <p>D</p> <p>E</p>

E – Essential: requirements without which the job could not be done.

D – Desirable: requirements that would enable the candidate to perform the job well.