

<b>Backstage Academy (Training) Ltd</b>		<b>Person Specification</b>	
<b>Post Title:</b> Development Director (1FTE)		<b>Reference:</b> BSA2020-01	
<b>Area of Work:</b> Backstage Academy Innovation Centre			
<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed at application(A) or interview (I)</b>
<b>Knowledge</b>			
Excellent knowledge and understanding of the UK and International context in relation to research and knowledge exchange.	X		(A, I)
Substantial knowledge of local and national strategies, policies and legislation relevant to business growth, investment and skills development.	X		(A, I)
Substantial knowledge of public-sector and private funding sources, including revolving investment funds, large grant programmes and financial instruments and private investment.	X		(A, I)
Knowledge and experience of working in the creative industries.		X	(A, I)
<b>Organisational and Personal skills</b>			
Evidence of strong leadership skills and competencies.	X		(A, I)
Excellent communicator with strong interpersonal skills, able to persuade, influence and advocate.	X		(I)
Highly flexible, adaptable and resilient to meet and embrace changing circumstances and demands and in personal style.	X		(A, I)
Highly developed decision-making skills, with the ability to make decisions on a very wide range of issues across diverse areas of responsibility.	X		(A, I)
Self-motivated, ambitious and results orientated with an ability to thrive under pressure	X		(A, I)
Excellent numerical and analytical skills including producing, understanding and interpreting graphs, data tables and other numerical expressions.	X		(A, I)
Excellent IT skills in word-processing, spreadsheets, databases, email and the Internet	X		(A, I)

Qualifications/Certifications			
A level 7 equivalent qualification or a degree in a subject relevant to the role or significant experience as a senior manager in the private or public sector.	X		(A)
Full driving license		X	(A)
Valid Passport		X	(A)
Existing and up to date DBS or CRB assessment		X	(A)
Experience			
Substantial track record of achievement in funding processes and/or research and knowledge exchange at a strategic level, including negotiating and structuring complex and innovative deals.	X		(A, I)
Experience of project management	X		(I)
Experience as a line manager	X		(I)
Experience of strategic leadership in the public and or private sector, in relation to technology commercialisation and knowledge based regional economic development.		X	(A, I)
Experience in leading research teams in the creative industries sector		X	(A, I)

### Recruitment – Note to Applicants

The qualifications, experience and technical skills will be used in the decision-making process for recruitment. Please give examples of how you have exhibited these behaviours in your previous role(s). It is essential you address the criterion marked as (A) on your application form in the section for supporting information.

Be as specific as possible, we cannot guess or make assumptions, but will assess your application solely on the information provided. Try to provide evidence, by examples, where possible, of skills, knowledge and experience contained in this person specification.