**Application Form**

**Position: Executive Director of KSC**

**Personal Details:**

| **Name:** |  |
| --- | --- |
| **Address:** |  |
| **Contact Telephone No:** |  |
| **Email Address:** |  |
| **Notice Required:** |  |
| **Current Salary:** |  |

## Assistance for People with Disabilities:

| **If you consider that you have a disability, are there any arrangements that we can make to assist/adapt for you if you are called for an interview, or if successfully employed?** |
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| Please provide details below; |

**Eligibility to work in UK:**

| **Do you currently have the legal right to work in the UK?** |
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| * Yes * No |

**References:**

You must provide two references, one of which must be from your most recent employer. Please ensure you provide your referee's correct email address or we may be unable to progress your application.

|  | **Referee 1** | **Referee 2** |
| --- | --- | --- |
| **Name & Address:** |  |  |
| **Relationship:** |  |  |
| **Email Address:** |  |  |
| **Contact Telephone Number:** |  |  |

**Qualifications:**

Please provide details of any relevant qualifications you hold;

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**Professional Memberships:**

Please provide details of any professional memberships you hold;

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**Non-Executive Board Membership:**

Please provide details of any relevant non-executive Board memberships you have previously, or currently hold, that you feel could be relevant to the post you are applying for;

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**Employment History:**

**Current Post:**

Please give details of your current, or most recent post;

| **Employer:** |  |
| --- | --- |
| **Role / Job Title:** |  |
| **Dates: From - To:** |  |
| **Current Salary** |  |
| **Main Duties & Responsibilities:** |  |
| **Notice Period Required** |  |
| **Reason for wanting to leave/leaving**: |  |

**Previous Posts:**

Please give your full previous employment history in reverse date order. You may also add details of any voluntary work undertaken if relevant *(continue on next page if necessary)*

| **Employer** | **Role / Job Title** | **Dates**  **From / To** | **Main Duties & Responsibilities** | **Reason for Leaving** |
| --- | --- | --- | --- | --- |
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**Key Achievements:**

Please highlight any relevant key professional achievements, where you have had a lead role, that you feel will support your application;

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**Personal Statement:**

Please tell us about you and your interest in this role;

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**CARES Values**

At Kingdom, our CARES values (**Customer, Accountable, Respect, Efficient & Supportive**) are at the heart of everything we do and every decision we make.

Please give brief examples from your professional, or personal life, to demonstrate you share these values.

| **Value** | **Example** |
| --- | --- |
| **Customer;**  We believe every action and decision we take should provide the best possible service and outcome for our customers |  |
| **Accountable;**  We believe we are accountable and responsible for our actions and decisions |  |
| **Respect;**  We believe that different views and beliefs from our own are valid, important and valuable |  |
| **Efficient;**  We believe that making efficiencies to our ways of working is essential to achieving success |  |
| **Supportive;**  We believe that supporting our colleagues across Kingdom’s businesses is key to making work a better place |  |

**Selection Criteria:**

Using the information provided in the Job Advert, Job Description, Person Specification and any other materials issued, please tell us how your experience, skills and knowledge satisfy the requirements and meet the criteria for this job.

You should provide clear evidence-based examples to demonstrate your responses.

**ESSENTIAL**

|  | **Category and Criteria** | **Statement, Experience and Evidence** |
| --- | --- | --- |
| **E1** | **Qualifications;** Educated to degree level, or relevant management experience at a senior level. |  |
| **E2** | **Experience;**  Knowledge and experience of working in the Care Sector at a senior level |  |
| **E3** | **Relevant Management Achievements;** A proven track record of leading a business that operates under strict regulation and a challenging business environment. |  |
| **E4** | **Relevant Management Experience;** Experience in a leadership role including business development, budgetary and financial management within the Health & Social Care sector |  |
| **E5** | **Performance and Change Management;** An innovator who is passionate about continuous improvement and leads their people through change from the front. |  |
| **E6** | **Leadership**; A self-reliant individual who leads through inspiring confidence and trust, to achieve successful outputs. |  |
| **E7** | **Collaboration**; A leader, with experience of internal collaboration and external partnership working. |  |
| **E8** | **Governance;** In-depth knowledge of the regulatory requirements of the Health & Social Care sector including expectations of the Care Inspectorate and SSSC. |  |
| **E9** | **Business Improvement and Growth;** Experience of balancing performance, quality of care, business growth and risk management and the ability to successfully tender for new business |  |
| **E10** | **Strategic Implementation;** The ability to develop, articulate and implement strategy and vision with passion and enthusiasm |  |
| **E11** | **Shared Values and Objectives;** A strong affinity for the work of KSC and the broader Kingdom Group |  |
| **E12** | **Business Travel;** A car available for business use, a current full driving licence, or evidence of the ability to efficiently undertake business travel to various, sometimes remote locations. |  |

**DESIRABLE (Additional Experience, Knowledge and Understanding)**

| **D1** | Experience of working in a group structure |  |
| --- | --- | --- |
| **D2** | Knowledge and understanding of the work, governance and regulatory environment of a registered social landlord |  |
| **D3** | In-depth knowledge and understanding of the commissioning and tendering regime of Local Authorities in Scotland |  |
| **D4** | Demonstrable experience of delivering new and innovative service delivery models in the Health & Social Care sector |  |
| **D5** | Good knowledge of performance management approaches and methodologies |  |
| **D6** | Experience of partnership working between Health & Social Care providers and Registered Social Landlords |  |
| **D7** | Experience of reporting to Governing Bodies |  |

**Relationship to Current or Previous Staff Member or Board Member**

In order that we can comply with the Housing (Scotland) Act 2001, please declare if you are closely connected to a Current or Previous Employee or Member of the Board of Kingdom Housing Association or its subsidiaries. The definition of this is available in our Entitlements, Payments and Benefits Policy within our document library on our website.

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**Additional Information:**

Please add any additional information you feel is relevant that has not been included above;

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**Declaration:**

Kingdom reserves the right to verify the accuracy of information provided. Failure to disclose information or the discovery of any false claims may lead to an offer of employment being withdrawn or employment being terminated. I hereby declare this information is complete and correct to the best of my knowledge and consent to its use for the purposes outlined in Kingdom's Fair Processing Notice.

Name: ……………………………………………………………….

Signed: ……………………………………………………………….

Date: …………………………………