

PERSON SPECIFICATION

Post title: Director of Resources
Directorate: Resources
Grade: Director DIR01-DIR04



Requirements & Criteria	Essential/ Desirable
Knowledge/Experience	
Significant senior management experience, including managing complex issues and applying relevant legislation, regulations and statutory requirements.	E
Proven experience of strategic leadership across a range of corporate functions, with the ability to integrate resources, people, finance, governance, digital and support services to deliver organisational priorities.	E
Significant financial management experience, including budget setting, monitoring, financial planning, risk management and delivery of financial targets.	E
Proven experience of developing and delivering commercial strategies, generating income and identifying opportunities for investment, partnership and sustainable growth.	E
Proven experience of strategic asset management, including property strategy, investment, maintenance and maximising asset value.	E
Experience of contract management and procurement, including use of procurement frameworks and compliance with relevant legislation and financial regulations.	E
Experience of leading organisational change, transformation and service improvement, including engaging and supporting people through change.	E
Proven experience of partnership working, negotiation and stakeholder management, including working with senior officers, Members and external organisations.	E
Experience of providing strategic advice on governance, risk, assurance, compliance and corporate decision-making	E
Experience of leading workforce planning, organisational development and/or people services, including performance, wellbeing and culture.	E
Experience of working in the public sector	D
Experience of working in the charity / third sector	D
Experience in an environmental, countryside, National Park or other place-based organisation.	D
Senior HR / OD leadership experience	D
Knowledge and experience of legal governance in a local authority or similar public body.	D
Section 151 Officer eligibility	D

Education/Training/Qualifications	
Degree, professional qualification or equivalent level of knowledge and experience relevant to the role.	E
Relevant professional qualification in finance, accountancy, management, law, property, procurement, HR/OD or a related discipline.	D
Evidence of continuous professional development	E
Skills/Abilities	
Ability to think and act strategically, translating organisational priorities into clear and deliverable strategies and plans.	E
Strong leadership skills, with the ability to motivate, empower and develop staff and foster an inclusive, high-performing culture.	E
Ability to lead change, transformation and continuous improvement while maintaining effective services.	E
Highly developed communication, influencing, negotiation and interpersonal skills, with the ability to build effective relationships and achieve consensus.	E
Ability to provide clear, authoritative advice to the Chief Executive, Senior Leadership Team and Members on complex financial, commercial, organisational and governance matters.	E
Ability to analyse complex information, assess risk and exercise sound judgement to make evidence-based decisions and recommendations	E
Strong commercial and financial acumen, with the ability to identify opportunities, manage risk and support long-term financial sustainability.	E
Ability to develop and maintain effective governance, assurance, risk and performance management arrangements.	E
Ability to manage competing priorities, work collaboratively across professional disciplines and deliver results in a changing environment.	E
Ability to innovate and use digital technology and data to improve organisational performance and service delivery	E
Ability to work independently while making an effective contribution as a member of the Senior Leadership Team.	E
Demonstrates integrity, sound judgement and commitment to public service values, transparency and accountability.	E
Resilient, adaptable and confident in operating within a complex and changing environment.	E
Collaborative and inclusive leadership style, with a commitment to equality, diversity, inclusion and wellbeing.	E
Results-focused, with a commitment to high-quality services and delivering organisational outcomes.	E
Commitment to the purposes, values and environmental commitments of Dartmoor National Park Authority.	E

Other Requirements	
Willingness and ability to work flexibly, and travel as required within Dartmoor National Park and UK to undertake essential elements of the job	E
Subject to occupational health approval, is able to meet the requirements of the role	E

August 2026