

Person Specification

EXPERIENCE AND BACKGROUND	HIGHLY DESIRABLE	DESIRABLE
Evidence of successfully working in a leadership or governance role (this could be through work or voluntary experience)	×	
Experience of successfully dealing with strategic issues, including interpretation of complex information and business planning		×
Experience of working within an educational or service environment		×
Experience of developing a culture that meets the needs of and engages with, customers, staff and stakeholders in a high performing environment		×
KNOWLEDGE		
An understanding of management principles and practices, in particular, performance management and business planning	×	
Knowledge of the effective governance of organisations (public, private or third sector)	×	
Understanding of best practice in the management of customer focused operations		×
Knowledge of relevant legislation and statutory requirements, including charity law, employment law and/or health and safety law	×	
SKILLS AND ABILITIES		
Commands confidence, with the skills and acumen to develop productive relationships with a range of stakeholders	×	
Sound judgement and ability to think corporately and strategically; ability to handle competing priorities and make informed decisions	×	
Strong communication skills, with the ability to relate to and communicate effectively with people at all levels	×	
Ability to communicate in Welsh (Level 3 or above)		×
A resourceful individual who has credibility because of what they do and how they do it	×	
Ability to attend Board meetings at least four times a year	×	
Ability to serve as a member of and attend at least two Committees of the Board of Trustees at least four times a year.	×	
VALUES AND ATTITUDES		
A leader on equality of opportunity who values diversity and removes barriers to equality	×	
An excellent role model who promotes the highest standards of probity, integrity and honesty	×	
An effective leader who is positive, determined and resilient enough to cope with the demands of the role and to make sometimes difficult decisions	×	

Manyleb yr Unigolyn

PROFIAD A CHEFNDIR	HYNOD DDYMNOL	DYMNOL
Tystiolaeth o weithio yn llwyddiannus mewn rôl arwain neu lywodraethol (gall hyn fod drwy weithio neu brofiad gwirfoddol)	×	
Profiad o ddelio yn llwyddiannus â materion strategol, gan gynnwys dehongli gwybodaeth cymhleth a chynllunio busnes		×
Profiad o weithio o fewn amgylchedd addysg neu wasanaethol		×
Profiad o ddatblygu diwylliant sydd yn cwrdd â gofynion ac yn ymwneud â, cwsmeriaid, staff a rhanddeiliaid mewn amgylchedd perfformiad uchel.		×

GWYBODAETH

Dealltwriaeth o egwyddorion ac ymarferion rheoli, yn benodol, rheoli perfformiad a chynllunio busnes	×	
Gwybodaeth o lywodraethu sefydliadau yn effeithiol (cyhoeddus, preifat neu'r trydydd sector)	×	
Dealltwriaeth o arferion gorau o fewn rheoli gweithgareddau wedi'u ffocysu ar gwsmeriaid		×
Gwybodaeth o ddeddfwriaeth perthnasol a gofynion statudol, yn cynnwys cyfraith elusennau, cyfraith cyflogaeth a/neu gyfraith iechyd a diogelwch	×	

SGILIAU A GALLUOEDD

Mae gofyn am hyder, gyda'r sgiliau a'r treiddgarwch i ddatblygu perthynas gynhyrchol gydag ystod o rhanddeiliaid	×	
Yn graff yn eu barn a gyda'r gallu i feddwl yn gorfforaethol ac yn strategol; y gallu i ddelio a blaenoriaethau cystadleuol a gwneud penderfyniadau gwybodus	×	
Sgiliau cyfathrebu cryf gyda'r gallu i ymgysylltu a chyfathrebu yn effeithiol gyda phobl ar bob lefel	×	
Y gallu i gyfathrebu drwy gyfrwng y Gymraeg (Lefel 3 neu uwch)		×
Unigolyn dyfeisgar gyda hygyrdded oherwydd yr hyn mae'n nhw'n ei wneud a sut mae'n nhw'n ei wneud	×	
Y gallu i fynd i gyfarfodydd y Bwrdd o leiaf pedwar gwaith y flwyddyn	×	
Y gallu i weini fel aelod o a mynychu o leiaf dau Bwyllgor Bwrdd yr Ymddiriedolwyr o leiaf pedwar gwaith y flwyddyn.	×	

GWERTHOEDD AC AGWEDDAU

Arweinydd ar gyfle cyfartal sy'n gweld gwerth amrywiaeth a dileu rhwystrau i gydraddoldeb	×	
Esiampl gwych sy'n hyrwyddo uniondeb, cywirdeb a gonestrwydd o'r safon uchaf	×	
Arweinydd effeithiol sy'n ddigon cadarnhaol, penderfynol a gwydn i ddelio â gofynion y rôl a gwneud penderfyniadau anodd ar brydiau.	×	