

## Management Training Scheme Person Specification

Please note that we will use a variety of assessment methods during our selection process and the competencies we are looking for may be tested at some or all of the recruitment stages

| Factors                       | Essential criteria  | Desirable criteria  | Means of assessment  |
|-------------------------------|---|---|--|
| Qualifications                | Equivalent to Scottish Credit and Qualifications Framework level 10, in any subject area.<br>Information about the Scottish Credit and Qualifications Framework <a href="#">Click here</a>                                    |   | <ol style="list-style-type: none"> <li>1. Application</li> <li>2. Pre-employment checks</li> </ol>                                       |
| Specific Skills and Knowledge | High level of problem solving, including verbal and numerical reasoning   |   | Online psychometric assessment   |
| Leadership Competencies       | <ul style="list-style-type: none"> <li>• Self-Leadership</li> <li>• Vision</li> <li>• Collaborating and influencing</li> <li>• Motivating and inspiring</li> <li>• Creativity and innovation</li> <li>• Empowering</li> </ul> |   | <ol style="list-style-type: none"> <li>1. Application</li> <li>2. Online interactive assessment process</li> <li>3. Interview</li> </ol> |
| Personal Attributes           | Able to meet the travel requirements of the post (which may involve travelling between sites covering a large geographical area)  | <ul style="list-style-type: none"> <li>• High level of personal resilience</li> <li>• High level of emotional intelligence</li> </ul> | <ol style="list-style-type: none"> <li>1. Application</li> <li>2. Online interactive assessment process</li> <li>3. Interview</li> </ol> |