

QUALIFICATIONS		ESSENTIAL	DESIRABLE	METHOD(S) OF ASSESSMENT (application form/interview/practical demonstration/ presentation/reference/ certificate of qualification)
1.	First degree or equivalent experience	✓		Application Form/Certificate of Qualification
2.	Post graduate museum qualification		✓	Application Form/Certificate of Qualification
<b>Experience</b>				
1.	Substantial experience in running a multi-disciplinary enterprise in the museum and or cultural sector involving both public funding and generation of commercial income	✓		Application Form/Interview
2.	Experience of developing business plans to ensure a sustainable future	✓		Application Form/Interview
3.	Experience of running or developing a cultural or heritage/museum visitor destination	✓		Application Form/Interview
4.	Experience in applying for and managing external funding	✓		Application Form/Interview
5.	Experience in engaging with external stakeholders	✓		Application Form/Interview
6.	Managing people including recruitment and performance management		✓	Application Form/Interview
7.	Experience of monitoring and evaluation and producing reports based on findings		✓	Application Form/Interview
<b>Skills</b>				
1.	Ability to work with and lead a team of mixed professions and talent	✓		Application Form/Interview
2.	Commercial acumen and ability to think creatively	✓		Application Form/Interview
3.	Motivational and engaging leadership	✓		Application Form/Interview
4.	Excellent communication, negotiation, advocacy and presentation skills	✓		Application Form/Interview/ Presentation
5.	A flexible approach to working	✓		Application Form/Interview
6.	Outstanding customer services skills	✓		Application Form/Interview/ Presentation
7.	Computer literate and able to use a wide range of software including Collection Management Software (Modes)	✓		Application Form/Interview/ Presentation
<b>Knowledge</b>				
1.	Understanding and engagement with regional, national and international developments in the heritage and cultural sector	✓		Application Form/Interview
2.	Project management and delivery	✓		Application Form/Interview
3.	Understanding of equal opportunities	✓		Application Form/Interview
4.	An understanding of safeguarding and its importance within the environment	✓		Application Form/Interview
5.	Working knowledge of Microsoft Office Packages; Outlook, Word, Excel	✓		Application Form/Interview/ Presentation
<b>Other</b>				
1.	The candidate will be asked to undergo enhanced DBS clearance	✓		Interview
2.	Ability to communicate with senior persons outside the organisation	✓		Application Form/Interview
3.	Competence in working effectively on own initiative with minimal supervision	✓		Application Form/Interview
4.	Flexibility and adaptability to address continual changing situations	✓		Application Form/Interview
5.	Flexibility to give priority to the needs of the project and willingness to work and travel as necessary outside normal office hours	✓		Application Form/Interview
6.	Ability to travel within Kent and London as necessary	✓		Application Form/Interview