

FINANCE SUPERVISOR - PERSON SPECIFICATION		
KNOWLEDGE & EXPERIENCE (all elements may be tested at application or interview)		
ROLE SPECIFIC KNOWLEDGE / EXPERIENCE OF: (or transferable skills sets)		EXPECTED LEVEL OF COMPETENCY (see below * for detail)
Responsible for supporting the delivery of the Central Services function		Level 2
Line management of Student Staff		
Operational delivery of best practice financial procedures		
Support with production of financial management information and financial returns		
Support with required Finance function administration and reporting		
Support with assigned elements of the budgeting process		
Union Wide Finance Support -		
Support Partner Work with the Union’s Appointed Finance Experts		
Develop and Maintain Critical University Partnerships to support the delivery of the Finance function		
Develop and implement processes and systems to support the outcomes of the Finance Functions		
Elected Officer/Student Volunteer Support		
CORE COMPETENCIES		
	Administration and Reporting	Level 3
TECHNICAL SKILLS	Processes and systems	
	Knowledge of HE Student Environment	Level 2
	Communication	
	Digital Skills	
	Managing Change	
	Project Management	
	Managing Complexity	
	Strategic Delivery	
ACCOUNTABILITY	Rules & regulations	Level 3
	Finance Management	
	Managerial Responsibility	Level 2
	Health & Safety Risk Management	
	Organisational Risk Management (Financial, Legal, Reputational)	

IMPACT	Collaboration/Partner Working	Level 3
	Negotiation	Level 2
	Decision Making	
	Influence	
PEOPLE SKILLS	Team Building	Level 2
	Coaching and Mentoring	
	Promote Positive Performance	
	Motivating and Inspiring	
	Relationship Building	
UPSU CULTURE	Student Focus	NO LEVEL DEFINED AS THESE ARE EXPECTED BEHAVIOURS
	Pioneering	
	Inclusive	
	Resilient	
	Flexible	
	Self-motivating	

* LEVELS OF COMPETENCY *	
Level 1 (foundation)	<ul style="list-style-type: none"> • Applies the competency in simple situations • Initiative & agency in simple situations, under guidance • Responsibility to support • Responsibility for delivery of simple assigned projects, tasks and processes
Level 2 (base)	<ul style="list-style-type: none"> • Applies the competency in fairly difficult situations where appropriate • Initiative and agency in appropriate situations, with guidance • Responsibility to deliver • Responsibility for develop and delivery of fairly complex assigned projects tasks and processes
Level 3 (intermediate)	<ul style="list-style-type: none"> • Applies the competency in difficult situations where appropriate • Initiative and agency in assigned situations, with some guidance • Responsibility is to deliver and develop • Responsibility includes function level delivery and some development and some leadership
Level 4 (experienced)	<ul style="list-style-type: none"> • Applies the competency in difficult and complex situations where appropriate • Initiative and agency in most situations, with collaboration • Responsibility includes function level development, delivery and leadership
Level 5 (advanced)	<ul style="list-style-type: none"> • Applies the competency in considerably difficult and complex situations • Significant Initiative and agency across area of responsibility, little or no guidance • Serves as a key resource & gives advice to others • Responsibility for development and leadership of own functions and cross Union interdependencies