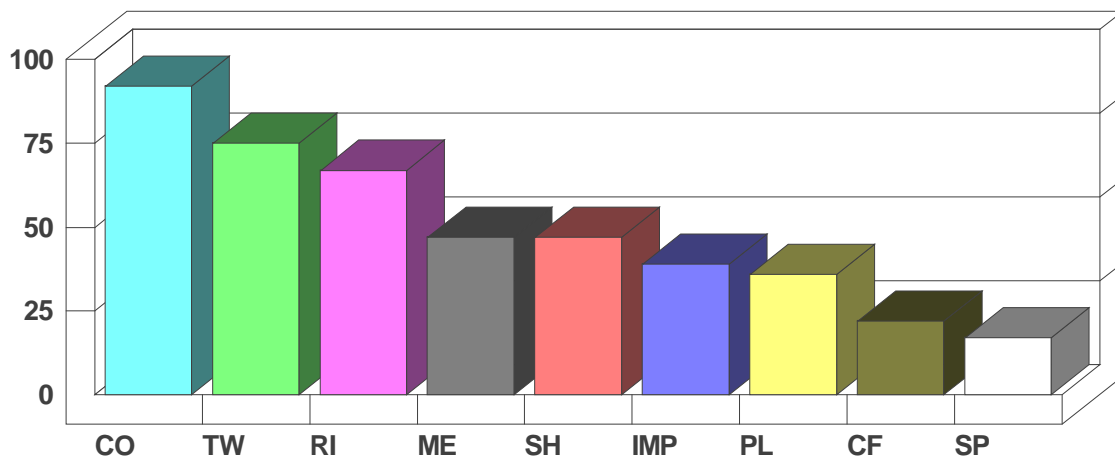


## Job Direct Report

Job Name Head of HRD

Team Role Profile for Head of HRD



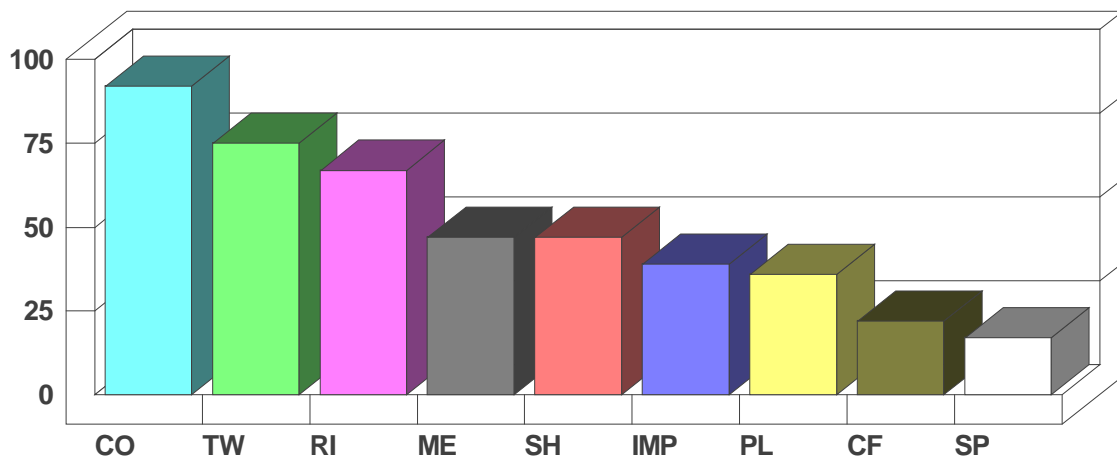
The job as it is specified requires someone who has the capacity for drawing the best out of others, encouraging them to contribute and to identify personally with group objectives. Such a person should be able to conduct meetings in a mature fashion and in a way that allows participants to feel satisfied when proceedings have been concluded. The job also demands someone who can handle a wide range of individuals including difficult people with diplomacy and discretion. Social skills are very important to the key demands of this job. The likely candidate would be well received by others, create few enemies and be generally helpful and supportive. The job also demands someone who can use exploratory skills to advantage. The best candidate is one who gets out and about, meets others and opens up new opportunities and possibilities.

On this specification general managerial ability is more important than the possession of any particular knowledge or experience.

## Job Counselling Report

Job Name Head of HRD

### Team Role Profile for Head of HRD



The essence of this job is the cultivation of good close personal relations with your associates while at the same time keeping a close eye on the goals that have to be achieved. You will need to be flexible in the way you interpret your job so as to take account of the needs and interests of others.

The person most likely to succeed in this job is one who can motivate and control others without resorting to dictatorial methods. An interest in and appreciation of other people's work will play a key part if a real success is to be made of this job.