

## Council Chair Role Profile

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The Chair is responsible for:

## 1. Leading Council

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- 1.1 Providing strong non-executive leadership in order to encourage proactivity and open accountability to the public.
- 1.2 Providing strategic direction and leading the formulation of GOC strategy, ensuring the GOC discharges its statutory duties.
- 1.3 Chairing Council meetings effectively, to facilitate wide debate, listen to discussion carefully, summarise areas of consensus prior to decision making and articulate clear actions. Ensuring that in making decisions Council takes into account all available evidence, stakeholder needs, legislative requirements and guidance from its oversight body and ensures that the interests of public protection are maintained.
- 1.4 Providing effective non-executive leadership to develop a focused Council who work collectively and that each Council Member puts the interests of the GOC above their own.
- 1.5 Leading Council in overseeing and scrutinising the development and delivery of realistic business plans and budgets, monitoring performance and examining proposals for change to arrive at proportionate and targeted decisions in line with corporate objectives, with the ability to withstand public scrutiny.
- 1.6 Leading Council in holding the Executive to account for performance, delivery of the business plan, governance, risk and financial management.
- 1.7 Communicating effectively with Council Members between meetings to ensure that business is taken forward, and effective contributions are made by utilising the appropriate skills of Council members.
- 1.8 Provide leadership to develop a positive culture at the GOC and promote diversity and inclusion within the organisation and where it has influence.

## 2. Governance

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- 2.1 Provide leadership to develop a positive culture at the GOC and promote diversity, and inclusion within; the organisation and where it has influence.
- 2.2 Handling any complaints or concerns about Council Members in line with agreed procedures.
- 2.3 Handling any complaints or concerns about the Chief Executive in line with agreed procedures.

- 2.4 Ensuring high standards of probity, integrity, fairness and confidentiality across the GOC, with a clear organisational commitment to public service values.
- 2.5 Maintaining appropriate governance in the public or private sector, including ensuring that the GOC's code of conduct and other relevant provisions are adhered to by all Council Members and that Council exhibits the GOC's Values.
- 2.6 Lead the appointments process for Council Members and CEO.

### 3. Engagement with stakeholders

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- 3.1 Taking a key role in representing the GOC, developing and managing positive, productive, collaborative and influential relationships at all levels, including relationships with key senior stakeholders within and outside of the profession and accounting for GOC performance to key senior stakeholders and its oversight body.
- 3.2 Develop and maintain effective relationship with PSA.

### 4. Relationship with CEO

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- 4.1 Establishing and maintaining a close working relationship with the Chief Executive, Directors and other staff, as appropriate; and providing a sounding board for discussion of emerging issues for the Executive.
- 4.2 Undertaking performance management and supporting training and development of the Chief Executive in line with agreed procedures.

## Council Chair competencies

### 1. Essentials

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- E1 A high level governance and organisational skills including strategic planning, financial management, risk management, corporate and senior executive performance management and service delivery in a regulated environment with experience of non-executive work, understanding the boundaries between executive and non-executive responsibilities.
- E2 ability to operate strategically, be held accountable and hold others to account – contributing positively to the GOC in a non-executive capacity.
- E3 experience of leading an organisation with a comparable budget through periods of organisational development &/or cultural change.
- E4 ability to analyse and interpret complex information and evidence, demonstrating impartiality, intellectual flexibility and sound judgment.
- E5 ability to listen, communicate and influence effectively – articulating clear reasoning.
- E6 ability to build supportive relationships and work as a team – welcoming and showing regard to the views and advice of others and supporting collective decision making.
- E7 capacity and skill to understand stakeholder priorities – inspiring confidence and support amongst stakeholders and the ability to build successful, constructive and supportive working relationships with stakeholders.
- E8 demonstrable commitment to equality, diversity and inclusion – dealing with people and issues honestly, fairly and with respect.

### 2. Desirables

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- D1 understanding of professional regulation and its impact on public protection.
- D2 specialist expertise relating to the work of the GOC in a field such as: legal, patient safety, patient advocacy, public involvement, human resources, fitness to practice and/or service delivery.
- D3 strong media and communication skills to deliver messages to and influence a range of audiences.
- D4 ability to articulate patient and consumer issues and/or the interests of service users who are especially vulnerable.