

Director General of The Chartered Governance Institute:

Profile of an Ideal Candidate

The Director-General (DG) of the Chartered Governance Institute – Global (CGI-Global) is a highly capable and experienced leader who steers the organisation towards achieving its global mandate. This role demands a unique blend of personal characteristics, professional experience, and leadership attributes. Here is a breakdown of the key qualities, including the crucial aspect of collaboration with Division leadership and knowledge of professional development programs:

Personal Characteristics:

- **Integrity and Impartiality:** The DG must be someone of the highest ethical standards, demonstrating fairness and neutrality in all decisions, particularly when representing diverse member states.
- **Strong Communication Skills:** Exceptional communication, both written and verbal, is crucial. The DG must articulate complex issues clearly and concisely to a global audience with varying cultural backgrounds.
- **Diplomacy and Cultural Sensitivity:** The ability to navigate diplomatic channels, build consensus amongst diverse member divisions, global professional, and other types of organisations. While being cognisant of the various and having an appreciation for the cultural nuances is essential.
- **Emotional Intelligence:** The ability to deal with diverse personality types and build and maintain strong relationships
- **Visionary Leadership:** The DG assists in setting the strategic direction for CGI-Global, anticipating future challenges and opportunities.
- **Resilience and Stress Management:** The role is demanding and requires the ability to remain calm and collected under pressure.

Professional Experience:

- **Extensive Leadership Experience:** A proven track record of leading large and complex organisations, preferably in an international setting.
- **Subject Matter Expertise:** Deep understanding of the organisation's core educational mandate and the principles of good governance and their practical impact it addresses.
- **Financial Management Acumen:** The DG oversees the organisation's budget and must demonstrate sound financial management skills.
- **Knowledge and Experience in Professional Development:** The ideal candidate will possess a strong understanding of the principles and best practices involved in delivering internationally recognised professional development programs. This includes:

- **Identifying Professional Development needs:** The ability to identify trends, skills development, and knowledge requirements in a global governance environment and through that identify the professional development opportunities these may offer CGI-Global and its divisions.
- **Curriculum development:** An understanding and experience in developing or overseeing the development of high-quality, engaging, and culturally sensitive professional development program.
- **Delivery methods and technology:** Knowledge of different training delivery methods (e.g., in-person, online, blended learning) and familiarity with relevant technologies to support effective learning.
- **Evaluation and impact assessment:** The ability to measure the effectiveness of professional development programs and demonstrate their impact on staff performance and organisational outcomes.

Leadership Attributes:

- **Strategic Thinking and Planning:** The ability to collaborate in the development and implementation of long-term strategies that align with the CGI-Global's purpose and vision.
- **Teamwork and Collaboration:** The DG fosters a collaborative environment, with a particular emphasis on working closely with CEOs of each division. This collaborative approach ensures alignment between the overall CGI-Global goals and the specific objectives of each division.
- **Innovation and Problem-Solving:** The ability to identify innovative solutions to complex global challenges.
- **Entrepreneurial Spirit:** Resourcefulness and the ability to secure funding and partnerships to support the CGI-Global's work.
- **Effective Delegation:** The DG empowers and trusts staff members while providing clear direction and oversight.

Additional Considerations:

- The ability to represent CGI-Global effectively in global discussions with divisions, members, and the many organisations both professional and otherwise with whom the CGI-Global interacts.

By possessing this unique combination of personal characteristics, professional experience, and leadership attributes, with a strong emphasis on customer focus, collaborative leadership and expertise in professional development, the ideal Director General can effectively lead CGI-Global towards a brighter future.

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