

Person Specification Band 8a

Occupational Health Specialist Lead Nurse /Specialist AHP Lead Practitioner

Qualifications and Knowledge

Essential

- Registered nurse or Allied Health Professional with current professional registration
- Post registration qualification in occupational health nursing/ equivalent for Allied Health Professional
- Master's degree or equivalent experience
- Relevant clinical and management experience
- Demonstrates up to date knowledge and expertise in the speciality
- Evidence of ability to work collaboratively/autonomously and manage clinical workload
- Knowledge of key professional issues and guidelines relating to professional practice
- Knowledge of relevant guidance, legislation and evidence based practice
- Knowledge and understanding of strategic, political and social initiatives that impact on service delivery
- Highly developed specialist knowledge of current developments, change management and service improvement

Desirable

- Management training/leadership course
- Possess a relevant health and safety qualification
- Member of specialist interest groups and networks locally and nationally
- Research activity that has led to publication

Experience

Essential

- Significant post graduate experience
- Experience of working in an Occupational health setting
- NHS Occupational Health experience
- Specialist knowledge of Occupational Health and familiar with current legislation regarding Occupational Health and aware of developments in it
- Experience leading multiple staff/multidisciplinary teams at a management level
- Understanding of, and ability to develop and use workforce and management information
- Proven experience of creating opportunities through partnership working
- Experience of budgetary management and setting
- Experience of auditing and monitoring

Desirable

- Advanced skills in research & audit
- Experience of leading a MDT case management model

Skills and Attributes

Essential

- Excellent communication skills with the ability to communicate with managers and staff at all levels
- Excellent influencing skills

- Effective organisational skills
- Experience of dealing positively with organisational politics
- Ability to work without supervision or guidance using their own initiative to solve complex multi stranded problems
- Ability to meet deadlines and work under pressure-resilient
- Ability to deal with highly complex, sensitive and distressing situations, assessing and recommending courses of action
- Good IT and keyboard skills
- Ability to remain calm in stressful situations and to work under pressure
- Ability to deal with verbal aggression and written aggression in a calm and professional manner
- Ability to deal with stressful and emotional situations

Desirable

- Ability to speak Welsh
- Equality Impact Assessment experience

Other

Essential

- Highly motivated
- Ability to prioritise a heavy workload
- Display exemplary personal and professional standards of behaviour and integrity at all times
- Committed to equal opportunities
- Good team player
- Satisfactory enhanced DBS clearance for working with adults
- Ability to travel within ABUHB geographical area in a timely manner and to other sites in Wales as required.
- Ability to identify and take action when own or others' actions undermines equality and diversity
- Ability to work independently and as part of a team
- Ability to deal with stressful and demanding workload.