Person Specification

Criteria	Essential	Desirable
Qualifications	Clinical qualification to degree level or equivalent. Training and experience in clinical management. Evidence of ongoing professional development. State registration with the NMC/HCPC	Non-Medical prescribing
Experience	Post registration clinical experience, some of which are in a community setting. Experience managing people. Experience managing change. Problem solving. Multidisciplinary/ Multi-agency working.	Leading a team. Involvement in handling complaints. Facilitating meetings/ groups. Experience of HR processes e.g. recruitment, absence management and staff management.
Skills/Attributes	Excellent communication skills. Leadership skills. Enthusiasm. Flexibility. Ability to multi-task. Approachable. Able to manage through influence/negotiation. Able to overcome barriers to acceptance through interpersonal and communication skills.	Presentation skills. Understanding of Local Authority and independent sector organisations. Financial awareness

	Report writing skills.	
	Competent with Microsoft Office and data collection systems.	
	Ability to interpret and present data.	
	Ability to work unsupervised using own initiative.	
	Organisational skills- time management, meeting deadlines, planning, monitoring/ evaluation.	
	Ability to manage resources effectively.	
	Knowledge of appraisal.	
	Relevant NHS and local authority policies/ agendas.	
	Awareness of clinical governance and standards for better health.	
	Awareness of the wider context of health service delivery.	
	Understanding of relevant national service frameworks and their implications on provider services.	
	An understanding of the strategic vision of the Trust.	
	An understanding of Trust financial processes.	

	Ability to travel within the Trust geographical area.	