

## PERSON SPECIFICATION

### Post: Associate Hospital Managers

Attribute/skill	Key Requirements	Rating:  Essential (E)  Desirable (D)	Measurement:  Interview (I)  Application (A)
Education/Training	Good general standard education.  Has the potential to acquire knowledge relating to mental health legislation	E   E	I & A
Skills Abilities	Logically analyses and explores the information available (verbal/written)  Demonstrate the ability to communicate effectively- orally and in writing with a range of professionals and agencies.  Demonstrate empathy and understanding.   Able to assimilate and interpret complex and detailed information.  Able to make fair and reasonable judgments based on written and oral evidence.	E  E  E  E  E	I & A
Knowledge  Experience	Knowledge of and /or interest in people with mental health difficulties.   Demonstrate an understanding of effective team work.  Demonstrate an understanding of confidentiality issues and regulations.  Demonstrate an awareness and understanding of diversity issues.  Experience in working as an AHM.  Resolving and Deciding Applies judgement to make incisive, fair and legally and technically sound decisions  Experience of Microsoft/IT software/using MS Teams	E   E  E  E  D  D  D	I & A

Personal Qualities	Demonstrate an ability to build rapport  Demonstrate an ability to be diplomatic and sensitive  Showing empathy and sensitivity to the diversity and needs of others	E  E  E	I &A
Any other	Able to be flexible/ available at short notice.  Demonstrate a willingness to undertake mandatory training and local training events.  Must be willing to travel to all sites across the Trust.	E  E  E	I & A