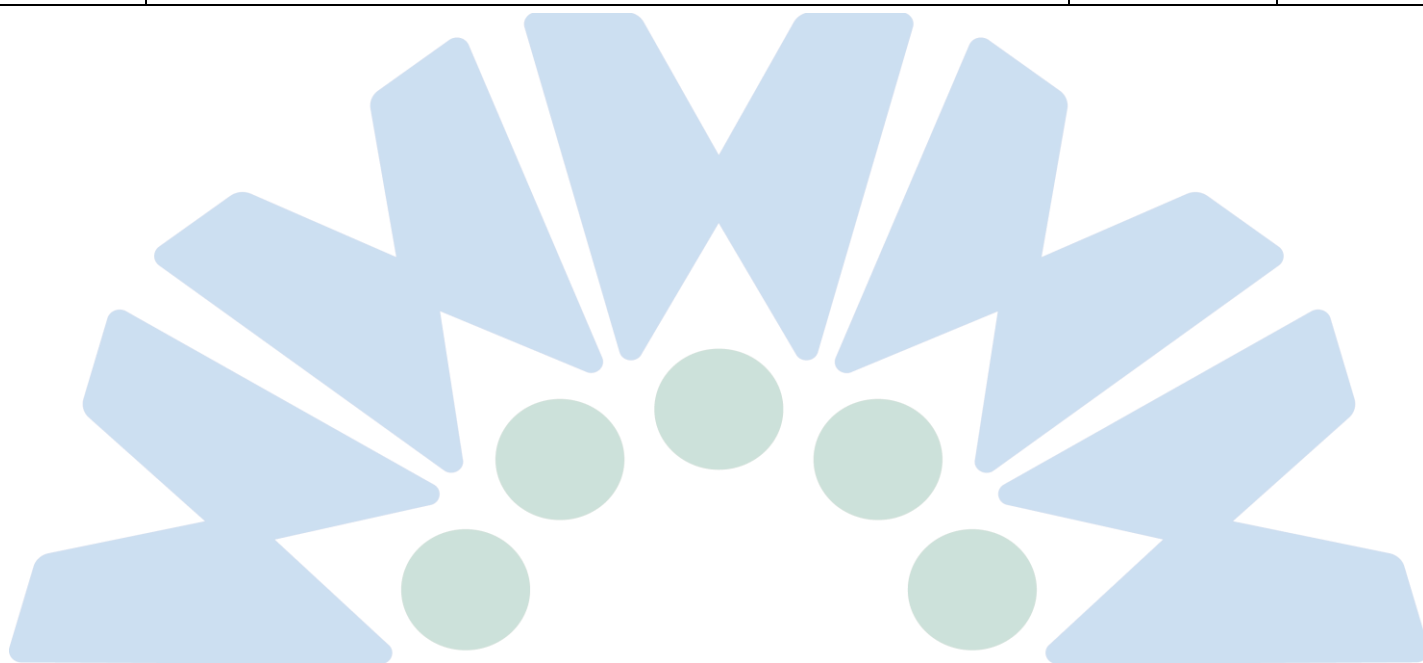


Person Specification:

Attributes	Essential	Desirable	Method of Assessment
Education/Qualifications	First Level Degree or equivalent level of operational management experience Certificate in Management Studies or equivalent	Evidence of continuing professional development	Certificates/ Application/ Interview
Experience	Substantial operational management experience within an Acute hospital setting Experience of working within a complex organisation and supporting service delivery Experience of managing change and developing practice Evidence of partnership working across organisational boundaries Experience of service improvement and supporting projects Experience of staff management Experience in developing business cases and leading projects through to completion and evaluation Writing policies and guidelines Setting standards, auditing standards Co-ordinating and overseeing service improvements. Experience in performance management and ideally proven experience of working to NHS national performance standards. Problem solving experience. Experience of Working to tight deadlines and managing priorities effectively	Experience of risk management Experience of managing budgets and advising budget holders of smaller delegated budgets	Certificates/ Application/ Interview
Skills	Analytical judgement skills and ability to think strategically. Interpersonal skills both written and verbal.		Certificates/ Application/ Interview



	<p>Ability to deal with conflict management and stressful/hostile situations.</p> <p>Proven negotiation skills.</p> <p>Strong persuasive and influencing skills.</p> <p>Multi- tasking skills</p> <p>Proactive skills and self- motivated</p> <p>Computer literacy</p> <p>ECDL</p> <p>Leadership skills – able to cope with diverse teams, multiple services, and complex pathways.</p> <p>Effective decision making</p> <p>Excellent time management</p> <p>Strong planning/organisation</p> <p>Ability to lead and manage a team in the delivery of patient care across multiple sites.</p> <p>Prioritise own and others workload.</p>		
Knowledge	<p>Knowledge across a wide range of health services provision, systems, and operational processes</p> <p>Knowledge of current issues relating to the Directorates and services</p> <p>Knowledge of clinical governance and risk management</p> <p>Knowledge and experience of performance, KPIs, RTT and other national performance standards</p> <p>Knowledge of financial management</p> <p>Knowledge of operational systems and processes within a Directorate</p>		Certificates/ Application/ Interview



	Team/Function		
Aptitudes	<p>Proactive and solution driven.</p> <p>Team orientated.</p> <p>Assertive, confident, and able to work on own initiative.</p> <p>Ability to function under pressure and meet deadlines.</p> <p>Think outside the box.</p> <p>Respond to emerging pressures and manage effectively.</p>		Certificates/ Application/ Interview
Other	<p>Other Work Health Assessment if required.</p> <p>Attendance in line with Trust Sickness and Absence Policy</p> <p>Understands Confidentiality and Governance Requirements</p>		

