

## Person Specification

<b>Job Title</b>	Directorate Manager	<b>Department</b>	Surgey	<b>Band</b>	8b
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Attribute	Essential	Desirable	How Assessed
<b>Qualifications &amp; Education</b>	<p>Educated to Master Level or equivalent level of experience</p> <p>Recognised management qualification</p> <p>Evidence of continued professional development</p>		Application
<b>Knowledge &amp; Experience</b>	<p>At least 3 years' experience in NHS or similar environment in an operational / strategic management position at a senior level</p> <p>Experience of effective budgetary management and planning at a senior level</p> <p>Proven success in business planning and in the development and effective implementation of strategic plans in a complex clinical service</p> <p>Experience of service redesign and development</p> <p>Detailed knowledge and understanding of NHS targets and topical NHS issues</p> <p>Experience in leading and managing diverse teams</p>	<p>Evidence of utilisation of service improvement techniques</p> <p>Experience of working in a Theatre / Cath Lab or similar complex clinical environment</p>	Application / Interview
<b>Skills &amp; Abilities</b>	<p>Demonstrate a strong understanding of multidisciplinary issues and commitment to MDT working</p> <p>Excellent written and verbal communication skills, including the</p>	<p>Evidence of ability to interpret and utilise research and audit tools and application to practice</p>	Application / Interview

	<p>ability to negotiate effectively</p> <p>A clear understanding of the components of Clinical Governance and how these contribute to an integrated and quality driven service</p> <p>Ability to meet deadlines and complete tasks within agreed and sometimes challenging timescales</p> <p>Sensitive to the needs of different groups / individuals</p> <p>Evidence of experience in and ability to manage, analyse, interpret and act on complex data and information</p> <p>IT competent</p>		
<b>Values &amp; Behaviours</b>	<p>Ability to work under pressure whilst maintaining high quality work</p> <p>Able to adapt to meet the changing needs of the service</p> <p>Able to act autonomously with a positive approach to problem solving</p> <p>Able to cope with and resolve conflict</p> <p>Team worker able to collaborate and delegate</p> <p>A clear understanding of and commitment to the LHCH trust values</p> <p>Flexible work ethic to deal with unforeseen and urgent situations</p> <p>Demonstrate a commitment to professional development of self and others</p>	<p>An ability to demonstrate in -depth knowledge of current thinking and policy affecting health and public sector</p>	<p>Application / Interview</p>