

PERSON SPECIFICATION

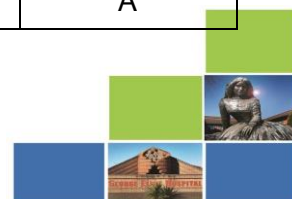
Health & Wellbeing Business Partner

Job matching ref: NP1374

Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References,
C – Pre-employment checks, O - Other

| Criteria | Essential or Desirable | Assessment |
|---|---|---|
| Experience and Knowledge <ul style="list-style-type: none"> A broad base of knowledge and experience Managerial experience and experience of managing HR matters. Experience of multi-professional team working Previous budget holder experience Previous experience working in Health & Wellbeing role Project manager experience Previous Business Partner experience Previous Occupational Health Management experience | E E E E E E E E E | A/I A/I A A A A A A A A/I |
| Qualification(s) and Professional Training <ul style="list-style-type: none"> First degree or equivalent experience Master's Degree/ Level 7 qualification in a Health related or Leadership subject or demonstratable equivalent experience at this level or willingness to complete this within 2 years of commencing in role. Evidence of continuing professional development Leadership Qualification (L5 minimum) A Counselling Qualification (L5 minimum) A Public Health Qualification (Level 5 minimum) Coaching qualification (Level 5 Minimum) Demonstrated experience in mentoring. Occupational Health Management Qualification (Level 6 minimum) Project Management Qualification Professional Qualification e.g. Nurse, AHP, Paramedic etc | E E E E D D D D D D D | A A A A A A A A A A A |
| Skills and Abilities <ul style="list-style-type: none"> Have strong interpersonal and communication skills with a high level of emotional intelligence. Has the ability to communicate effectively with others on contentious and emotive issues and challenge appropriately. Ability to engage constructively with a wide range of staff to develop shared agendas and action plans. Ability to influence and negotiate with a broad spectrum of people, highlighting benefits, finding alternatives, and gaining active support and commitment. Good analytical skills. Able to analyse reports and complex data, identify trends and patterns and develop solutions. Strong planning and organisation skills including the ability to prioritise where necessary and being able to direct activities of others. | E E E E E E | A/I A/I A A A A |

'Our vision is to EXCEL at patient care'



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|---|---|---|
| <ul style="list-style-type: none"> Proven ability to manage resources effectively. Well organised and able to work under pressure and deliver to deadlines. Ability to work autonomously with minimal supervision. Strong written communication skills with the ability to convey complex information and data in a form that is accessible to a wide range of people. Leadership & Management Experience | <p>E</p> <p>E</p> <p>E</p> <p>E</p> | <p>A</p> <p>A</p> <p>A</p> <p>A/I</p> |
| Personal Qualities <ul style="list-style-type: none"> Ability to work autonomously. Practical and calm under pressure Motivated and enthusiastic Adaptable and flexible Innovative and intuitive Able to work well as part of a multidisciplinary team | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> | <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> |
| Other <ul style="list-style-type: none"> Excellent communication skills-both verbal and written Excellent presentation skills Ability to influence and negotiate at all levels. Car driver/independent means of transport for regular travel between sites Non-smoker in work hours Flexible to meet the needs of the service. | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> | <p>I</p> <p>P</p> <p>A/I</p> <p>I</p> <p>I</p> <p>A/I</p> |
| Trust Values <div> Effective open communication Excellence and safety in all that we do Challenge but support Expect respect and dignity Local healthcare that inspires confidence </div> | <p>All Essential</p> | <p>All Interview</p> |

