

## Person Specification

### 1. JOB TITLE: THERAPY SERVICE LEAD

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to Masters level or equivalent experience and training</li> <li>• Management / Leadership Qualification</li> <li>• Evidence of continuous professional development (CPD)</li> <li>• Further relevant training</li> </ul>	<ul style="list-style-type: none"> <li>• HCPC Registrant</li> <li>• Project management qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Proven experience in working in a management / leadership position</li> <li>• Experience managing a large / complex team or teams</li> <li>• Business case development and annual planning</li> <li>• NHS budget experience</li> <li>• Leading change in practice, process, and services in a complex environment to improve performance and quality</li> <li>• Leading on quality improvement and projects</li> <li>• Identifying and interpreting national policy and implementing required changes</li> </ul>	<ul style="list-style-type: none"> <li>• AHP clinical background</li> </ul>

<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Financial procedure including budget setting and knowledge of financial processes</li> <li>• Heightened awareness of national Allied Health Professional initiatives</li> <li>• In depth understanding of change management</li> <li>• Able to use IT systems including utilisation of virtual systems, office including excel</li> <li>• Understanding of the current NHS agenda and health policy including transformation and workforce</li> <li>• Knowledge of service improvement and project management</li> <li>• Knowledge of risk management and governance</li> </ul>	<ul style="list-style-type: none"> <li>• NHS IT Skills</li> </ul>
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Good analytical and problem solving skills – ability to respond to unexpected demands</li> <li>• Ability to work independently and make autonomous decision</li> <li>• Strong communication skills both written and verbal – able to provide and receive highly complex, sensitive information and use persuasion, influencing and negotiation with individuals and groups of stakeholders</li> <li>• Ability to embrace, lead, and drive change</li> <li>• Ability to organise and prioritise own workload and direct the work of others and adjust plans as required both in the short and long term</li> <li>• Ability to produce clear and concise formal reports and business cases</li> <li>• Able to work flexibly to meet the demands of the role</li> </ul>	



	<ul style="list-style-type: none"><li>• Demonstrate a strong desire to improve performance and services</li></ul>	
<b>Other</b>	<ul style="list-style-type: none"><li>• Ability to travel routinely within/around Bedfordshire as required for the role</li><li>• Satisfactory health screening</li></ul>	