PERSON SPECIFICATION

Job Title: Technical Lead

	Essential	**Desirable**
Qualifications	Expert knowledge of software and data engineering acquired through a combination of specialist training and relevant study (eg computer science, software engineering, mathematics) to Master's degree or equivalent level Extensive experience within a complex and demanding environment	Extensive, relevant professional experience may be considered against the requirement for a degree in computer science or a related discipline (the expectation of professional, technical competence is at least that associated with a degree level education in this subject) Project/Programme management qualifications (eg PRINCE2, Agile, MSP, ITIL, BCS)
Experience - management	Demonstrable experience of working and leading in a technical environment, ideally within a clinical or healthcare setting A strong track record of achievement in data engineering or software development Extensive experience leading and delivering large technical projects locally, regionally, and nationally, ideally within the NHS Knowledge of research information governance frameworks and legislation Knowledge of NHS datasets and standards Extensive experience with infrastructure, software and data lifecycles with specialist knowledge acquired through relevant qualifications including waterfall and agile project methodologies Experience of establishing, managing, and developing technical teams	Evidence of innovation in managerial and service terms Leading and delivering national and regional NHS projects Management Information Systems (MIS) to communicate and drive operational performance improvement Being a budget holder or/responsible for budget setting or budget constrained delivery of a service

Learning, Respect, Delivery, Excellence, Compassion, Improvement

	Essential	Desirable
	Knowledge of Change Management principles and processes	
	Knowledge of quality control and quality assurance principles and processes	
	Knowledge of Clinical Governance and Risk Management	
	Experience of managing staff	
	Evidence of successfully leading, driving and embedding change	
	Track record of delivering enhanced operational capability or efficiency and a cultural shift in customer focus	
	Experience of identifying, assessing and implementing business opportunities	
	Experience in identifying innovative technologies that can transform the operational capability of a clinical organisation	
Experience - technical	Professional and advanced specialist knowledge of technical research platforms underpinned by extensive experience working in senior technical roles	Cross-platform resource scripting and deployment automation
	Experience designing and managing cloud platform infrastructure	Experience with genomics datasets
	Experience curating research data assets including the application of privacy preserving processes/technologies	Platforms such as Microsoft Azure, Amazon AWS, Google GCP
	Experience with secure research environment operation including the concepts and principles of SDEs	Experience with implementing the ISO27001 information security standard
	Experience and competence with the principles, design, security controls and day to day operation of research technical platforms including on-premises and cloud infrastructure	
	Extensive experience with related technologies including networking, compute, data storage, identity management, cybersecurity, privacy	

	Essential	**Desirable**
	preservation/enhancement and cost control	
	Extensive knowledge and practical experience curating large structured and unstructured datasets	
	Technical skills with data integration, data transformations, integrity management, the application of standards, cybersecurity, and information governance best practices	
Analytical & Judgemental Skills	Ability to make judgements on multi-stranded or complex software engineering problems which may have no precedent or where there are conflicting opinions	Demonstrable expertise in the field Awareness of local and national NHS digital strategies
	Ability to focus on frequent, complex information within a dynamic environment	
	Knowledge of querying of NHS datasets / systems (or other highly complex data)	
	A logical and analytical approach to problem solving, able to analyse complex and highly specialised data and information and devise plans accordingly	
	Ability to write reports and policies, and present information in a format that is easily understood by others	
Personal Skills	Excellent communicator, comfortable delivering complex, sometimes contentious information to a wide range of internal and external colleagues	
	Takes decisions on difficult and contentious issues where there may be several potential courses of action	
	Able to juggle multiple, frequent changing priorities whilst maintaining productive customer relationships	
	Has an enthusiastic approach to multi-disciplinary working	

	Essential	Desirable
	Skilled in delivering results through managing others	
	Ability to lead development activities in specific areas, including collaborative development across organisations	
	Be committed to personal development and be willing to undertake training and other opportunities relevant to the role	
Behavioural Skills	Aligned to the Trust values	Ability to work in the office several days a week, with some flexibility on home working
	Maintains a patient and customer-centred focus and applies the benefits of technology, data and digital to service delivery	
	Conducts themselves in a professional manner at all times	
	Positive attitude to all tasks and stakeholders	