



HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST

PERSON SPECIFICATION

Job Title: Senior Service Line Lead

Department: Learning Disability and Forensic Strategic Business Unit

Date last reviewed:

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE, TRAINING AND EXPERIENCE:	<p>First degree or equivalent and three years experience operating at a senior management level in a large complex organisation.</p> <p>Professional qualification in a relevant area of health or social care</p> <p>Evidence of continuous professional and management development showing a combination of short courses, structured self study or formal management courses.</p> <p>Specialist knowledge of a number of disciplines acquired through training and experience over a significant period.</p>	<p>Programme and project management qualifications</p> <p>Postgraduate management qualification at Masters level</p> <p>Breadth of knowledge across all health and social care services from primary to tertiary care.</p>
KNOWLEDGE, SKILLS AND EXPERIENCE	<p>Knowledge of National policy and standards of governance.</p> <p>Knowledge of NHS and local Government strategies, policies and plans, in particular those linked with the reshaping of Mental Health and Learning Disability services.</p> <p>Experience of planning and</p>	<p>Understanding of contracts and performance procedures.</p> <p>Knowledge of local statutory planning frameworks</p> <p>Current knowledge</p>

	<p>implementing service change.</p> <p>Experience of working with clinicians and multi professional teams in achieving service improvement.</p> <p>Experience of working with partners and stakeholders in delivering changes to services.</p> <p>Extensive experience of working at a senior level in a large, complex organisation.</p> <p>Experience of managing staff and working with staff TUs/staff representatives.</p> <p>Track record in delivering financial plans and budgetary management</p> <p>Evidence of achieving targets and objectives within a challenging environment.</p> <p>Motivating, coaching and developing individuals to achieve their potential.</p> <p>Ability to describe a clear sense of direction and purpose to motivate and enthuse staff and stakeholders.</p> <p>Able to organise own workload and that of the team to meet objectives and operate effectively.</p>	<p>of best practice gained through personal research</p> <p>Experience of working closely with Commissioners to inform and implement policy initiatives.</p>
COMMUNICATION SKILLS	<p>Excellent interpersonal skills in developing and maintaining effective, positive relationships with staff, colleagues and partners.</p> <p>Able to communicate verbally and in writing to inform and influence, staff and stakeholders.</p> <p>Ability to lead effective and empowered teams.</p> <p>Ability to negotiate effective solutions and outcomes for staff and services.</p> <p>Ability to manage conflict and tension in a proactive and constructive</p>	

	<p>manner.</p> <p>Ability to direct and delegate effectively.</p> <p>Open, honest and approachable in relationships with staff, peers and colleagues in partner organisations.</p> <p>Willing and able to express opinions and views in corporate and partnership settings.</p>	
ANALYTICAL SKILLS	<p>Ability to use techniques such as option appraisal to underpin decision making.</p> <p>Ability to translate complex issues and problems into clearly articulated and understandable recommendations and plans.</p> <p>Ability to develop flexible and creative solutions to difficult problems and challenges.</p>	
DIVERSITY	<p>Open, honest and approachable in relationships with staff, peers and colleagues in partner organisations.</p> <p>Loyalty and professionalism with regard to team and organisation.</p>	
PHYSICAL SKILLS	<p>Good IT Skills & experience.</p> <p>Standard keyboard skills</p> <p>Car driver (unless you have a disability as defined by the Disability Discrimination Act 1995)</p>	
EMOTIONAL EFFORT	<p>Resilient in dealing with a challenging environment and in the face of conflict.</p> <p>Commitment to team working and to the development, empowerment and engagement of staff.</p>	<p>Willing and able to express opinions and views in corporate and partnership settings.</p>
GENERAL	<p>Proactive in supporting broader organisational goals and other members of the team.</p> <p>Adaptable to change and constantly</p>	

	<p>striving to improve and deliver high standards.</p> <p>Requirement to be on the on-call rota</p>	
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NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW

