

HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST

PERSON SPECIFICATION

Job Title: Team Manager Older People Community

Department: Older People Community

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE, TRAINING AND EXPERIENCE: <ul style="list-style-type: none"> • First degree or equivalent experience • Professional qualification to Diploma level in relevant area of health or social care • Management Training • Project Management experience 	 √ √ √	 √
AREAS OF EXPERIENCE AND KNOWLEDGE: <ul style="list-style-type: none"> • Minimum of 2 years middle management experience within health or social care setting • Proven track level of achieving objectives • Experience of leading and delivering programmes of change within the public sector • Experience of budgetary management • Experience in the field of Functional MH/Dementia for people in later life • Good organisation skill 	 √ √ √ √ √	 √

<ul style="list-style-type: none"> • Proven record of pro-active performance management 	√	
COMMUNICATION SKILLS <ul style="list-style-type: none"> • Excellent communications skills, written and oral • Ability to build successful teams • Able to work collaboratively with partner organisations • Ability to influence and motivate staff to deliver challenging targets • Ability to present complex data • Proven negotiating skills • Ability to manage conflict • Ability to promote and market services 	√ √ √ √ √ √ √ √	
ANALYTICAL SKILLS <ul style="list-style-type: none"> • Strategic thinking • Excellent problem solving skills using team when appropriate • Critically analyse financial and clinical data sets • Business focused • Sensitive to clinical and political demands • Innovative thinker with the ability to cut through barriers to change 	√ √ √ √ √ √	
DIVERSITY <ul style="list-style-type: none"> • Positive approach to delivering services which recognise and promote diversity for staff and service users. 	√	
PHYSICAL SKILLS <ul style="list-style-type: none"> • computer skills for entering clinical notes on electronic patient record • ability to manipulate spreadsheets • driving, driver. <p><i>* Car driver essential, or access to a car (unless you have a disability as defined</i></p>	√ √ √	

<i>by the Equality Act 2010 which prevents you from driving).</i>		
PHYSICAL EFFORT <ul style="list-style-type: none"> IT skills to manage and report on performance management information systems 	√	
MENTAL EFFORT <ul style="list-style-type: none"> Regular requirement for concentration, frequency and consequences of interruptions. Communication with service users with cognitive impairment. 	√ √	
EMOTIONAL EFFORT <ul style="list-style-type: none"> Regular requirement to deal with distressing or emotionally charged situations. 	√	
GENERAL <ul style="list-style-type: none"> Able to participate in on-call rota 	√	

NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW



Our values
Welcoming Kind Positive Respectful Professional

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