

**MIMP Training & Development Manager****Person Specification**

		Essential	Desirable	Measured By
<b>Education and Qualifications</b>	▪ Teaching qualification (Cert. Ed or similar) or extensive teaching experience	X		Application Form
	▪ Masters-level qualification or working towards	X		Application Form
	▪ Registered Health Care Practitioner	X		Application Form
	▪ Degree or Diploma in Diagnostic Radiography (or equivalent)	X		Application Form
	▪ Registered with Health & Care Professions Council as Diagnostic Radiographer	X		Application Form
<b>Experience</b>	▪ Staff management experience, including the setting of objectives, team and individual appraisal, recruitment and disciplinary issues.	X		Application From / Interview
	▪ Good understanding of medical imaging departments and the needs of staff, including diagnostic radiographers and radiography students	X		Application From / Interview
	▪ Budgetary/income management experience		X	Application From / Interview
	▪ Knowledge of performance management and development	X		Application From / Interview
	▪ Experience of working in a complex environment and managing relationships with key stakeholders, including those external to NHS	X		Application From / Interview



		Essential	Desirable	Measured By
	<ul style="list-style-type: none"> <li>▪ Experience of managing healthcare students</li> </ul>	X		Application From / Interview
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>▪ Leadership skills and the ability to motivate others and demonstrate honesty and integrity</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Excellent oral and written communication skills</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Excellent time management skills, ability to work under pressure and meet deadlines</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Ability to write complex reports</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Experience of managing training and support packages for a range of clinical professionals</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Sound knowledge of professional issues and career development in radiography</li> </ul>	X		Application From / Interview
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>▪ Leadership skills and the ability to motivate others and demonstrate integrity</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Ability to develop, implement and deliver training packages</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ An ability and interest in coaching staff to improve performance</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Ability to employ highly develop persuasive and negotiation skills to deliver projects</li> </ul>	X		Application From / Interview
	<ul style="list-style-type: none"> <li>▪ Ability to establish and maintain good working relationships with people from a wide range of professional backgrounds</li> </ul>	X		Application From / Interview



		Essential	Desirable	Measured By
<b>Values and Behaviours (PROUD)</b>	<ul style="list-style-type: none"> <li>Patients first – put patients first by demonstrating commitment to and focus on quality, promote high standards to consistently improve patient outcomes</li> </ul>	X		Interview
	<ul style="list-style-type: none"> <li>Respectful - respectful to patients, staff, colleagues and all internal and external contacts. Value diversity and difference, operates with integrity</li> </ul>	X		Interview
	<ul style="list-style-type: none"> <li>Ownership – demonstrates ownership for all actions and areas of responsibility</li> </ul>	X		Interview
	<ul style="list-style-type: none"> <li>Unity – demonstrates unity with all colleagues. Works across boundaries, look for collective success</li> </ul>	X		Interview
	<ul style="list-style-type: none"> <li>Delivery – proven track record of delivery of objectives</li> </ul>	X		Interview

