

## PERSON SPECIFICATION

<b>Post Title:</b>	Deputy Divisional Director of Nursing
<b>Care Group/ Directorate:</b>	Division of Surgery Anaesthetics and Cancer
<b>Band:</b>	8b

Headings	Essential Criteria	Evidence
Qualifications training required/ specialist knowledge	<ul style="list-style-type: none"> <li>Recent NHS Experience</li> <li>Current practising Registered practitioner with appropriate professional body</li> <li>Evidence of Master's level study or equivalent professional qualification.</li> <li>Evidence of continuous professional and management development.</li> </ul>	Application form
Previous or relevant experience necessary	<ul style="list-style-type: none"> <li>Senior leadership experience</li> <li>Experience of leading a service.</li> <li>Evidence of working in partnership with internal and external stakeholders.</li> <li>Experience of leading the implementation of service improvement, complex change management programmes at a management level.</li> <li>Experience of managing risk associated with service change.</li> <li>Evidence of effective resource management.</li> <li>Able to demonstrate the use of evidence when decision making.</li> <li>Experience of measuring and evaluating outcomes in order to secure improvement.</li> </ul>	Application form interview and presentation
Aptitudes and skills required	<ul style="list-style-type: none"> <li>Highly developed written and oral communication skills.</li> <li>High level analytical skills, drawing out key points.</li> <li>People management skills.</li> <li>Financial acumen.</li> <li>Ability to develop relationships and influence a range of stakeholders.</li> <li>Clear commitment to quality and attention to detail.</li> <li>Ability to sustain performance under pressure.</li> <li>Demonstrates an understanding of the function of the regulatory bodies and their application to clinical practice.</li> <li>Demonstrates an understanding of relevant research and its application to practice including current NHS Policies, National Service Frameworks, NICE guidelines and the service improvement agenda.</li> </ul>	Application/Interview and presentation
Personal Qualities	<ul style="list-style-type: none"> <li>Ability to support development of positive team culture.</li> </ul>	Application/Interview and presentation

Communication	<ul style="list-style-type: none"> <li>• Ability to develop concise written reports which convey highly complex messages simply.</li> <li>• Ability to convey key, points in oral presentations or in more informal conversations.</li> </ul>	Application/Interview and presentation
Physical Requirements	<ul style="list-style-type: none"> <li>• Standard keyboard skills</li> </ul>	Application
Living the Trust values	<ul style="list-style-type: none"> <li>• Works within and promotes Trust values.</li> <li>• Behaves in a professional manner at all times by setting and maintaining a high personal and professional standard that enables effective working relationships with others.</li> </ul>	Interview and presentation