

PART G: PERSON SPECIFICATION

KEY COMPONENTS		E/D	Assessed by:
Qualifications	<ul style="list-style-type: none"> Management of qualification to Masters level or experience in a senior support role alongside Board and Executive Directors. 	E	A
	<ul style="list-style-type: none"> Post graduate diploma in a management/business field or relevant experience (3 years minimum). 	D	A
	<ul style="list-style-type: none"> Full UK driving licence (up to 3 points may be considered dependant on point code) including C1. 	E	A
	<ul style="list-style-type: none"> HCPC registered Paramedic. 	D	A
Skills and Knowledge	<ul style="list-style-type: none"> An excellent working knowledge of high performing ambulance systems and how they integrate with the wider NHS. 	E	I
	<ul style="list-style-type: none"> Comprehensive knowledge and experience of performance managing large groups of staff at different levels of an organisation. 	E	I
	<ul style="list-style-type: none"> Ability to analyse and interpret complex data to monitor and improve performance. 	E	I
	<ul style="list-style-type: none"> Ability to analyse complex statistical data in order to make informed decisions regarding the performance of the service at local and regional levels. 	E	I
	<ul style="list-style-type: none"> Excellent critical reasoning skills and effective problem solving ability. 	E	I
	<ul style="list-style-type: none"> Exemplary and versatile written and verbal communication skills including the ability to present a reasoned and contentious argument to a range of audiences. 	E	I
	<ul style="list-style-type: none"> Able to draw on strong communication and problem solving skills to resolve telephone and other queries from staff, service users, politicians and the public who may on occasion be upset or angry. 	E	I
	<ul style="list-style-type: none"> Demonstrable experience in clinical and corporate governance. 	E	I
	<ul style="list-style-type: none"> Demonstrates an excellent working knowledge of audit and serious incident investigation that ensures continuous improvement in the quality of service delivery. 	E	I
	<ul style="list-style-type: none"> Ability to work unsupervised and take high level decisions on own initiative. 	E	I
	<ul style="list-style-type: none"> Proven ability of setting up and operating organisational procedures required for the efficient management of business. 	E	I
	<ul style="list-style-type: none"> Sound financial knowledge and the ability to interpret financial data. 	E	I
	<ul style="list-style-type: none"> Understanding of the wider NHS and politically aware of national issues, and the ability to deal 	E	I

	with these in a sensitive manner.		
	<ul style="list-style-type: none"> Knowledge and understanding of the organisational structure within the Trust. 	E	I
	<ul style="list-style-type: none"> Understanding of the work and aims of the Trust and the principles of patient centered service delivery. 	E	I
	<ul style="list-style-type: none"> Blue light responder. 	E	A
Experience	<ul style="list-style-type: none"> 3 Year's management experience. 	E	A
	<ul style="list-style-type: none"> Experience of managing teams successfully. 	E	I
	<ul style="list-style-type: none"> Experience of successfully implementing change within teams and processes. 	E	I
	<ul style="list-style-type: none"> Proven ability to build strong levels of trust with Board level directors and senior management teams. 	E	I
	<ul style="list-style-type: none"> Experience of managing and resolving complex and sensitive staff issues with the utmost discretion. 	E	I
	<ul style="list-style-type: none"> Substantial proven experience of supporting at Chief Executive level. 	E	A
Personal Attributes	<ul style="list-style-type: none"> Ability to challenge 	E	I
	<ul style="list-style-type: none"> Tenacity 	E	I
	<ul style="list-style-type: none"> Ability to contribute to team discussions on issues impacting an operational effectiveness. 	E	I
	<ul style="list-style-type: none"> Ability to understand and solve a range of complex problems, showing innovation and creativity. 	E	I
	<ul style="list-style-type: none"> Ability to work to deadlines and manage own time effectively. 	E	I
	<ul style="list-style-type: none"> Integrity, respect and honesty. 	E	I
	<ul style="list-style-type: none"> Diplomatic and politically astute. 	E	I
	<ul style="list-style-type: none"> Commitment to continuing professional development. 	E	I