

## Person Specification

<b>Job title:</b>	Community Development Lead
<b>Location:</b>	Here, 4 <sup>th</sup> Floor, 177 Preston Road, Brighton BN1 6AG

You will be assessed according to the extent in which you meet these qualities/skills and how well matched you are to our core beliefs and commitments.

Please note the methods of assessment which are:

A = application

I = interview

C = Certificate

T = Test



Some flexibility may be exercised in the application of the criteria outlined above where a disabled candidate covered by the DDA is unable to meet certain parts of the specification because of their disability. Candidates who this applies to should outline details on their application form. This information will be assessed on an individual basis throughout the selection process.

Requirement	(E)ssential / (D)esirable	Method of assessment (see note to applicants)	On the job training provided?
<b>Criteria 1: Qualifications</b>			
Educated to degree level or with equivalent knowledge and expertise or working towards masters level	E		
Health Professions council (HPC) registered Physiotherapist OR Registered Nurse (Level 1)	E		
Project management qualification or equivalent experience	E		
Recognised teaching/ assessing qualification	D		
<b>Criteria 2: Experience</b>			
Over 3 years management experience within frontline healthcare services in a variety of	E		

Requirement	(E)ssential / (D)esirable	Method of assessment (see note to applicants)	On the job training provided?
disciplines and professional groups within musculoskeletal services or similar complex service setting			
Proven track record of change and project management, including setting up new services and redesigning existing ones	E		
Evidence of having achieved challenging healthcare/ business targets	E		
Experience of facilitating change within multi-disciplinary teams	E		
Over 3 years' experience in running a service with a business ethos ensuring that the workforce, budget and systems are clearly aligned to the service objectives	D		
Evidence of research experience and skills	E		
Evidence of practice development experience and skills	E		
Experience of working with academic institutions on developing research projects in the workplace	D		
Minimum of five years continuous practice in related fields	E		
Experience of developing and leading research and audit in clinical practice and governance	D		
<b>Criteria 3: Knowledge and Skills</b>			
Ability to develop standards, guidelines policies and procedures relating to musculoskeletal care	E		
Ability to manage others and deliver results	E		
Ability to communicate clearly and concisely in both written and verbal documentation/ interactions as well as being aware of non-verbal communication i.e. motivational interviewing	E		
Ability to critically analyse financial and clinical data	E		
Excellent interpersonal skills	E		
Excellent problem solving skills	E		
High level IT skills, particularly use of Microsoft Project, Visio, Access and Excel	E		
Highly developed process and system redesign skills	E		
Influencing and negotiation skills	E		
Networking skills to advance the sharing of information and benchmarking of services	E		

Requirement	(E)ssential / (D)esirable	Method of assessment (see note to applicants)	On the job training provided?
Knowledge of the National Health Service	E		
Knowledge of the Professional Clinical Agenda	E		
<b>Criteria 4: Personal Skills</b>			
A credible leader within their own field with recognized clinical acumen	E		
Ability to deal with conflicting demands and pressures and to work to deadlines	E		
Championing and embracing change – being positive about change and proactively seek to remove obstacles that stand in the way of progress	E		
Critical and conceptual thinker	E		
Flexible, adaptable and a can do attitude	E		
Honest and approachable	E		
The ability to work with diverse people, understanding motivations and behaviours that support change and improvement	E		
A thirst for learning and proven track record of personal and professional development	E		
<b>Criteria 5: Other Requirements</b>			
An understanding of the principles of equal opportunities in relation to staff and patients	E		
Willingness to use public transport or own vehicle to travel to other sites if required	E		