

Person specification

Education/ Qualifications	Essential	Desirable
Degree / equivalent qualification or level of experience.	X	
Current registered nurse qualification with the NMC.	X	
Robust evidence of continuous professional development	X	
Relevant post-graduate professional or management qualification		X
Personal Qualities		
Drive, determination and commitment to transformational change.	X	
Open, supportive and visible leadership style.	X	
Positive, professional approach, leading by example.	x	
Commitment to and history of collaborative working.	X	
Resilience, stamina in pace of work required to deliver in a demanding and high profile role.	X	
Personal integrity and credibility delivering a culture of openness and accountability.	X	
Experience & Knowledge		
Significant management experience working with Board members at a strategic level in a large complex organisation.	X	
Previous, substantial nurse management experience working in or with the NHS at Director level.		x
Track record of success in leading transformational change.	X	
Significant knowledge, understanding and experience of financial management, financial planning, budget management, corporate governance and people management in a large scale, complex organisation.	X	
Experienced in effective management of performance and in ensuring that key targets are met. Track record of success identifying innovative ways to address complex issues involving multiple stakeholders.	X	
Track record of successful partnership working involving multiple stakeholders.	X	

Skills & Attributes		
Ability to integrate thinking across an organisation.	X	
Excellent ambassadorial, leadership and motivational skills.	X	
Builds and sustains effective teams, values partnership working and is committed to staff development	X	
Highly skilled communicator with ability to engage with politicians, the media, diverse groups and people at local and national level.	X	
Well-honed persuasion, influencing mediation, facilitation and negotiating skills.	X	
Highly effective analytical skills and informed decision making.	X	
Strong business management skills, and intellectual reasoning.	X	