

## PERSON SPECIFICATION

### Centre Manager Band 8b

<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>Masters level education or equivalent professional qualification or experience</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Evidence of professional management development</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Evidence of a commitment to continuous professional development</li> </ul>	1	A,I	
<b>Management experience</b>	<ul style="list-style-type: none"> <li>Significant experience of working at a senior management or professional level (equivalent to Postgraduate Diploma) in the acute sector</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Significant experience of managing teams</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Experience of business strategy and planning</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Experience of implementing service improvement including</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>complex change management programmes</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Experience of managing non-clinical risk</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Evidence of effective management of a complex and diverse workforce</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Evidence of successful management of significant budget</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Track record of achieving service targets</li> </ul>	1	I	
<b>Specialist knowledge, skills and experience</b>	<ul style="list-style-type: none"> <li>Strong leadership skills</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Excellent negotiating skills</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Understanding of NHS business and financial regimes</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Excellent numeracy and IT skills</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Ability to design and develop complex information systems to enable effective decision-making within the Centre.</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Advanced decision-making skills</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Ability to manage teams to deliver objectives and targets</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Ability to manage significant risk</li> </ul>	1	I	
	<ul style="list-style-type: none"> <li>Ability to manage a complex budget</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Ability to manage complex change projects</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Ability to analyse complex and sometimes conflicting information in order to resolve issues</li> </ul>	1	A,I	
	<ul style="list-style-type: none"> <li>Knowledge of quality improvement tools and methodology</li> </ul>	1	A,I	
	<b>Personal Circumstances</b>	<ul style="list-style-type: none"> <li>Ability to travel across the health community as required</li> </ul>	1	I
		<ul style="list-style-type: none"> <li>Ability to fulfil the requirements of the Trust's on-call rota</li> </ul>	1	I
<ul style="list-style-type: none"> <li>Eligible to work in the UK</li> </ul>		1	A,I	

	Assessment
A	Application form
I	Interview
R	References
All	All available data

	Weighting
1	Essential
2	Desirable