

Person Specification

Divisional Director of Nursing – Emergency Centre

Area	Requirements	
	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Masters level education or equivalent professional qualification or experience. • Evidence of a commitment to continuous professional development. • Registered Nurse. • Management Qualification or relevant experience. 	
Management Experience	<ul style="list-style-type: none"> • Significant experience of working at a senior management/nurse or professional level in the acute sector. • Experience of business strategy and workforce planning. • Experience of implementing service improvement including complex change management programmes, role design and implementation of workforce models whilst overcoming resistance. • Experience of managing significant risk. • Evidence of effective management of a complex and diverse workforce and a range of staff groups/professionals. • Evidence of successful management of significant budget. • Track record of achieving service targets. • Working with public groups and agencies. • Management of multi-professional quality improvement programmes and research and development activity. • Evidence of Strategy and policy development. • Project management. • Proven ability to lead, motivate, inspire and support multi-disciplinary professional teams. • Excellent communication and influencing skills including the ability to establish and maintain positive working relationships with colleagues at all levels of the organisation. 	
Specialist Knowledge, Skills and Experience	<ul style="list-style-type: none"> • Significant experience, knowledge and skills of current nursing practice. • Ability to prepare reports, analyse highly complex data for Boards, Committees and Management groups. • Track record of delivering against set objectives and achieving key 	

	<p>organisational targets, under tight timescales.</p> <ul style="list-style-type: none"> • Knowledge of the changing nature of nursing, professionally and clinically. • Knowledge of the educational framework for both undergraduate and postgraduate. • Experience of working with service users. • Experience of developing new teams and services and subsequent systems, processes and reporting structures. • Expert knowledge of quality improvement tools and methodology. • Knowledge of clinical governance, risk management and associated control mechanisms. • Comprehensive knowledge of current professional practice and health policy requirements. • Understands the commissioning and funding of education. • Ability to communicate a compelling vision of the future of nursing. • Ability to provide meaningful feedback in response to individual performance. • Able to work across organisational boundaries, developing working partnerships and networks regionally to support the delivery of effective care. • Highly developed interpersonal and communication skills, able to communicate very sensitive, highly complex/contentious information relating to patients and staff with empathy and reassurance where there are significant barriers to understanding. 	
<p>Personal Circumstances</p>	<ul style="list-style-type: none"> • Ability to travel across the health community as required. • Ability to fulfil the requirements of the Trust's on-call rota. 	