

Person Specification

Post Title: Director of Midwifery

Band 8D

How evidenced: A = Application Form I = Interview T = Test

Factors	Essential Criteria	How Evidenced	Desirable Criteria	How Evidenced
Qualifications	<ul style="list-style-type: none"> • First level Registered Midwife with NMC Registration • Qualified to Masters level or equivalent • A Postgraduate management qualification or substantial relevant experience at senior level • Evidence of strong and recent commitment to continuous senior development 	<p>A</p> <p>A</p> <p>A</p> <p>A, I</p>		
Knowledge/ Experience	<ul style="list-style-type: none"> • Extensive senior clinical and management experience • A broad and highly developed understanding of nursing and midwifery policy and its implications for the workforce and future health care delivery • Detailed knowledge of NHS practices, policies and procedures and experience of implementing new policies across multiple services • Demonstrable experience of working successfully across functional boundaries at a Strategic level • Experience of working across other NHS organisations (or beyond) for benchmarking purposes or to identify best practice /areas for improvement • Experience of successfully managing many services in a complex organisation; including people and budgetary management • Demonstrable experience of overseeing Trust-wide initiatives; leading successful change management; service redesign processes; 	<p>A</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>I</p>	<ul style="list-style-type: none"> • Evidence of engaging in research activities • Experience of working across different organisations e.g. Commissioning, Acute Trusts, Mental Health Trusts • Published and experienced in presenting to a wide variety of audiences 	<p>A, I</p> <p>A, I</p>

	<p>leading cost improvement programmes</p> <ul style="list-style-type: none"> • Experience of providing clinical advice to, and liaising with, managers and staff at all levels, including working with Executive Directors and senior clinicians • An in-depth understanding of the Risk and Governance agenda with an ability to lead the Trust Clinical Governance agenda at Care Group level • Can demonstrate the successful implementation of a range of clinical governance initiatives across multiple services • Leadership of multidisciplinary teams • Understanding diversity and equality issues and how they impact and translate at Care Group and Trust level 	<p>A, I</p> <p>A, I</p> <p>I</p> <p>A, I</p> <p>A, I</p>		
Skills	<ul style="list-style-type: none"> • Highly developed analytical and problem solving skills; capable of interpreting and evaluating complex, multi-faceted information; ability to summarise complex information; ability to make judgements and advise on the best course of action • Ability to present highly complex/controversial information to a wide range of audiences, with differing levels of understanding, in a suitable format and with appropriate explanation • Ability to influence, persuade and motivate others • Ability to collaborate constructively with all key stakeholders (internal and external) and to create the conditions for successful partnership working • Ability to provide a clear vision for change which is a source of inspiration and motivation for others. Skilled in all aspects of managing change, including supporting staff • Ability to monitor and act to improve and deliver performance and establish high levels of quality and to hold others to account for 	<p>A</p> <p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p> <p>I</p>		

	<p>delivery</p> <ul style="list-style-type: none"> • Highly skilled in identifying opportunities for partnership working, managing on going stakeholder relationships and proving support to others in this area. • Highly-developed leadership and influencing skills with the ability to enthuse, motivate and involve individuals and teams across the trust • Be able to articulate the evolving strategy and vision for the future of nursing and be able to demonstrate the opportunities this will provide • Sound political judgement and astuteness in understanding and working with diverse groups and common sense in knowing when to 'brief up the line' • An in-depth understanding of Workforce, Education, Standards and research issues within the NHS • Able to set and lead the Nursing & Midwifery agenda • A strong commitment to openness, honesty and integrity • Highly developed communication skills to resolve complex, high-impact situations in highly complex environments • High level of work organisation, self-motivation, drive for performance and improvement and flexibility in approach 	<p>A/I</p> <p>A/I</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p>		
<p>Additional Requirements</p>	<ul style="list-style-type: none"> • Committed to continuous services development and quality improvement • Reliable and supportive • The ability to understand and behave at all times, towards patients, visitors and colleagues according to the Trust values • Able to participate in a senior nurse and the on call manager rota. 	<p>I</p> <p>I</p> <p>I</p> <p>I</p>		