

SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST

Person Specification – PSIRF IMPLEMENTATION PROJECT LEAD
Band 8a AfC

Specification	Criteria	Method of Assessment
Qualifications and Training	<u>Essential</u> <ul style="list-style-type: none">• Registered Health or Social Care professional educated to Masters level (in a relevant discipline), or equivalent experience of working at a senior level• Post-graduate management, leadership or specialist qualification or previous experience	A/I/C
Qualifications and Training	<u>Desirable</u> <ul style="list-style-type: none">• Post-graduate patient safety qualification or previous experience• Quality improvement/change management qualification or previous experience• Project management training or equivalent experience	A/I/C

Knowledge and Experience	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Experience of working in a patient safety-related role with an understanding of the principles that underpin approaches to improving patient safety in health systems • Experience and knowledge of the components of clinical governance, incident response, risk management and assurance function; current NHS national policies, standards, requirements and directions that relate to measuring and improving the quality and safety of patient care • Knowledge and experience of developments in quality improvement science • Knowledge of the NHS patient safety strategy and how it can be implemented • Experience of implementing national guidelines and policies with the ability to interpret national advice, guidance and requirements and advise their organisation on how these should be implemented • Evidence of managing successful project and/ or operational performance and improvement; including business case preparation, service initiation/ commissioning, contract negotiation and the development and monitoring of outcome measures. • Experience of managing complex services including design, development, implementation and management of change in a multiple stakeholder environment. • Experience of working collaboratively with patients/service/ stakeholders to improve quality of service by co-design • Knowledge of systems thinking, human factors understanding and just culture principles • Evidence of post qualifying and continuing professional development • Knowledge and understanding of the Equalities Act 2010, including the importance of collecting and analysing data on key protected characteristics • Knowledge and understanding of the factors that contribute to healthcare inequalities and access to services 	A/I
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Knowledge and Experience	<p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience in providing advice on complex professional and other people issues • Experience in project/change management in a healthcare environment and driving improvement for the safety of patients which can include techniques and tools such as Agile, Prince 2 or Managing Successful Projects • Quality improvement qualification or previous experience • Knowledge of safeguarding and the legal duties expected of NHS organisations • Experience of developing & delivering training programmes 	A/I
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Skills and Aptitudes	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Ability to interpret complex information (including patient safety incident data, administrative data, mortality data) that may conflict and where expert opinion may differ • Ability to communicate effectively with clinical, academic and all levels of staff • Ability to provide senior leadership and work with senior leaders • Ability to contribute to the patient safety debate • Ability to develop and communicate a vision, and convert that into plans, objectives and deliverables working to tight and often changing deadlines • Ability to develop and maintain collaborative relationships and deal confidently with staff at all levels of an organization • Ability to develop, maintain and monitor information systems to support innovation initiatives • Ability to make decisions autonomously, when required, on difficult issues • Ability to manage time effectively and to prioritise • Ability to use established networks and create new ones to share good practice and facilitate engagement with regional colleagues and the national patient safety team • Ability to use informed persuasion to influence others • Able to negotiate and influence at an organisational level and externally with a range of stakeholders • Attention to detail • Demonstrates sound judgement in the absence of clear guidelines or precedent, seeking advice as necessary from more senior management when appropriate • Highly effective people and project management skills. • High quality presentation skills and ability to provide and effectively communicate highly complex, sensitive and contentious information to staff, patients and relatives/carers, particularly where a potentially antagonistic or highly emotive atmosphere may present significant barriers to acceptance • Excellent interpersonal, communication (written, oral, presentation, facilitation), networking and negotiation skills with a track record in consistently delivering performance targets and writing complex business cases, policies and change. 	A/I
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	<ul style="list-style-type: none"> • High level analytical skills and the ability to draw qualitative and quantitative data from a wide range of sources draw appropriate conclusions and present in a clear concise manner • Use advanced analytical judgment skills including understanding and application of complex statistical and numerical data. • High level critical thinking skills • Show credibility and enthusiasm for patient safety • Show enthusiasm and interest in ensuring others are trained and developed in patient safety, as appropriate. • Self-awareness with effective coping strategies • Working knowledge of Microsoft Office programmes with intermediate keyboard skills • Ability to take actions which support and promote the equality, diversity and inclusion agenda • Commitment to and focused on quality, promotes high standards in all they do. Able to make a connection between their work and the benefit to patients and the public • Consistently puts clinicians and patients at the heart of decision making • Demonstrably involves patients and the public in their work • Willingness and commitment to develop expertise in all aspects of patient safety science such as human factors, systems thinking, investigation, quality improvement, change management, prospective and reactive risk analysis and management, error theory and just culture • Works collaboratively across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others • Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others • Demonstrable compassionate and inclusive leadership. • Experience in the application of HR processes. • Demonstrable experience of line management responsibilities. 	
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Special Requirements	<u>Essential</u> <ul style="list-style-type: none"> • Ability to work in and out of hours on a rota basis and cross site • Actively develops themselves and supports others to do the same • Self-motivated, enthusiastic, confident and innovative • Calm and approachable manner • Kind and compassionate • Valid licence to drive in the UK 	A/I
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ASSESSMENT METHOD: A = APPLICATION FORM
P = PRESENTATION
I = INTERVIEW
T = TEST OR ASSESSMENT
C = CERTIFICATE

Highlighted items below from another post. Not sure what will apply for PSS post)

DBS STATUS FOR POST: **Enhanced**

OH CLEARANCE LEVEL REQUIRED: **Yes**

PROFESSIONAL REGISTRATION CHECK APPLICABLE: **Yes**

DVLC C1 AGE RESTRICTION APPLICABLE (i.e. MIN APPLICANT AGE = 18): **Yes**