

## PERSON SPECIFICATION

**Job Title: Professional Therapy Lead– Outpatient Therapies**

**Band: 8a**

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Evidence of academic pathway equivalent to Degree in Therapy or Health Related study</li> <li>• Masters Degree in relation to health management Or equivalent experience that recognises developed and complex levels of knowledge, which enable the development of original responses to complicated and unpredictable problems and situations. Professional training / Learning at this level will need to demonstrate highly developed professional knowledge, which is appropriate for senior professionals / managers</li> <li>• Professional therapy qualification</li> <li>• Demonstration and evidence of personal professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Masters Degree or working toward/unit/departments Masters Degree level education</li> <li>• Management Leadership Qualification, which has been tested in a management post</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Proven experience at senior therapist level and a proven recent experience as Band 7 or above with highly developed and detailed knowledge and experience of the following:</li> <li>▪ Current health policy and its impact on the management and development of acute health services</li> <li>▪ Experience of effective budgetary management</li> <li>▪ Significant experience of effective staff management to include:</li> <li>▪ Providing advice to specialist and non-specialist staff</li> <li>▪ Experience of ability to manage change quickly &amp; effectively</li> <li>▪ Experience of ability to manage and lead therapy team</li> <li>▪ Experience of service redesign and development</li> <li>▪ A proven record of success in managing significant operational change while also developing and maintaining high standards of care</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of effective working relationships both inside and outside the organisation</li> <li>• Leadership Facilitator</li> <li>• Experience of leading strategic/cross Trust changes</li> <li>• Experience in preparing business cases</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Experience of analysing and making judgements involving situations where there are a number of conflicting issues, and where there is no obvious outcome – some of which be conflicting</li> <li>▪ Experience of interpreting national policies and initiatives and implementing these into the workplace</li> <li>▪ Public speaking and presentation skills</li> </ul>	
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Heightened awareness of national therapy initiatives</li> <li>• Excellent communication skills, including the ability to liaise &amp; negotiate</li> <li>• Proven ability to lead teams effectively, exercising sound judgement</li> <li>• Ability to think &amp; plan strategically, tactically &amp; creatively and prioritise work programmes in the face of competing demands</li> <li>• The ability to work co-operatively with senior staff within the Trust &amp; to develop effective working relationships across the Divisions</li> <li>• Strong quality focus with an innovative approach &amp; the ability to solve complex problems</li> <li>• IT literate</li> <li>• Ability to critically appraise peer journals and apply research outcomes to clinical areas</li> <li>• Knowledge &amp; application of research methodologies</li> <li>• Implementation of clinical audit methodologies</li> <li>• Knowledge of strategies for effective change</li> <li>• Have an ability to be able to analyse, interpret and act upon complex data</li> <li>• An understanding and experience of staff and organisational development</li> <li>• Evidence of political awareness and sensitivity to enhancing the reputation of the Trust.</li> </ul>	<ul style="list-style-type: none"> <li>• Carried out clinical changes in light of changing evidence base</li> <li>• Developed Business Cases and successfully delivered change</li> <li>• Experience of working to a strategic direction and have contributed to this.</li> </ul>

<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Ability to work cohesively in a team.</li> <li>• Ability to communicate complex, and in some instances highly complex information effectively with colleagues and other agencies</li> <li>• Willingness to undertake additional professional responsibilities at local, regional or national levels.</li> <li>• Commitment to self development</li> <li>• A commitment to promoting equality &amp; diversity in the workplace &amp; in the delivery of patient care</li> <li>• Strong sense of commitment to openness, honesty &amp; integrity in undertaking the role</li> <li>• Innovative and flexible</li> <li>• Self motivated 'can do' attitude</li> <li>• Ability to motivate others</li> <li>• Ability to persuade other to follow certain courses of action, with sound underpinning justification</li> <li>• Ability to motivate team to maximize performance</li> <li>• Ability to persuade others to achieve co-operation</li> <li>• Ability to analyse and solve complex problems</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of managing change across a range of settings</li> </ul>
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