

“Creating a great place to be cared for and a great place to work.”



University Hospitals of Morecambe Bay

NHS Foundation Trust

PERSON SPECIFICATION		
Requirements	Essential	Desirable
Education and qualifications	<ul style="list-style-type: none">• Educated to Masters Level or equivalent and additional in depth professional knowledge in the following disciplines; Programme Management, Quality Improvement, staff management, change management and clinical service redesign.• Quality Improvement qualification or equivalent experience in the NHS• Professional Programme Management qualification (MSP/Prince2 etc) or equivalent experience in the NHS	<ul style="list-style-type: none">• Leadership qualification / Training
Experience	<ul style="list-style-type: none">• Successful track record at a senior position at Board or sub Board level within a large and complex organisation operating in a highly regulated environment.• Extensive experience navigating and narrating complex NHS organisational challenges, enabling the organisation to align change management decision making with long term organisational objectives via collaboration with a diverse range of stakeholders and regulators.• Demonstrable experience of adopting and delivering improvement science and programme management methodology within healthcare/public sector organisations.• Successful history of leading strategic transformation initiatives that deliver measurable improvements in areas of clinical	

	<p>outcomes, finance safety, culture and structural sustainability.</p> <ul style="list-style-type: none"> • Experience of working with independent regulators. • Advanced knowledge of data programmes and information sets and ability to manipulate and accurately record / report. • A proven track record of strategic, clinical, or corporate service management and delivery at a senior level in a large, complex acute hospital environment, including staff management, change management and quality improvement. • Successful track record of managing complex transformation/change management programmes. • Research and development of systems to support improvement, compliance and regulation. • Experience of managing and leading change management or quality improvement teams at a Trust level. • Evidence of delivery of demonstrable improvements at Trust level • Strong track record of successful strategy development in change management, improvement and transformation domains leading to tangible improvement in outcomes • Experience engaging and leading key stakeholders (e.g clinicians, patients & their carers and other healthcare professionals) through transformation and improvement programmes • Experience of managing robust risk management frameworks 	
Skills, ability and knowledge	<ul style="list-style-type: none"> • Exceptional leadership and influencing skills with the ability to enthuse, motivate and involve individuals and teams across professional boundaries, and have them understand the Trust's and your performance expectations demonstrated via accomplishments in driving cultural change, improved quality and safety and enhanced staff patient and stakeholder satisfaction. • Highly developed influencing skills, with the ability to shape development of the transformation and 	<ul style="list-style-type: none"> • Experience of working at Trust and system level. • Evidence of dissemination of results/sharing learning with the wider NHS

	<p>improvement agenda at Trust, Provider Collaborative and System level.</p> <ul style="list-style-type: none">• Demonstrable political judgment and astuteness in understanding and working with complex policy and diverse interest groups, and good judgment in knowing when to escalate and take immediate action.• Ability to interpret and implement complex national policy directive, whilst ensuring Trust strategic priorities are delivered.• Ability to be intellectually flexible and to look beyond existing structures, ways of working, boundaries and organisations to produce more effective and innovative service delivery.• Ability to communicate and present highly complex information at Board level• Well-developed intellectual and analytical skills• Excellent organisational and time management skills.• Ability to use initiative appropriately.• Well-developed interpersonal, influencing and facilitation skills.• Strategic ability linked to financial and staff management• Experience of working with independent regulators.• Experience of dealing with change management in challenging and hostile environments• Strong analytical and critical thinking skills with the ability to analyse complex problems and to develop practical solutions at senior level• In depth understanding and experience of utilising change management methodologies, including improvement tools and techniques and PMO information systems• Ability to prepare briefing papers and presentations for a wide range of stakeholders, including Board level audiences, that provide engaging content and clear asks.• Ability to convene participatory	
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	<p>spaces for shared decision -making that rebalance power to activate agency in others</p> <ul style="list-style-type: none">• Ability to analyse complex issues where material is conflicting and drawn from multiple sources, and support a collective understanding of needs, gaps, and issues.• Analytical and critical thinking skills	
Personal Qualities	<ul style="list-style-type: none">• Ability to manage multiple complex agendas and meet deadlines.• Ability to recognise and value cultural and other differences, using them positively.• Drive to succeed against exacting standards of excellence.• Vision and forward planning ability• Flexible to meet the needs of the service• Ability to travel as required	