**Personal Specification**

**High Intensity Use Lead**

**Supporting Evidence**

In the supporting evidence of your application form, please demonstrate your experiences by giving specific examples for the criteria within the personal specification.

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| Factors | Description | Essential | Desirable | Assessment |
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| **Knowledge, Training and Experience**  |

 | * Extensive experience and knowledge of working with vulnerable people
* Must have robust networks with relevant partner agencies or be able to swiftly build relationships if new to the area
* Ability to demonstrate a range of leadership styles to deliver the project aims.
* History of affecting real change with vulnerable individuals or families.
* Experience in managing proactive and reactive workloads.
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| **Communication Skills**  |

 | * Developed communication skills for delivering key messages to a range of stakeholders both internal and external to the NHS.
* Good presentation skills for conveying complex concepts.
* Ability to use informed persuasion and negotiation skills to influence others.
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| **Analytical**  |

 | * Ability to identify risks, anticipate issues, create solutions and to resolve problems in relation to project or service delivery.
* Ability to understand a broad range of complex information quickly and make safe decisions where opinions differ / no obvious solution.
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| **Planning Skills** | * Evidence of planning and delivering programmes, projects and services on time.
 |  | √ | A/I |
| **Leadership Skills** | * Evidence of a resilient leader whose drive is quality, encourages innovation, values partners and partnership working, ensures equality and actively improves the behaviours and attitudes
 | √ |  | A/I |
| **Autonomy** | * Self-starter with ability to work without supervision and under own motivation, providing specialist advice to the organisation, working to tight and often changing timescales.
 | √ |  | A/I |
| **Physical Skills** | * Working knowledge of Microsoft Office with Intermediate keyboard skills
 |  | √ | A/I |
| **Other** | * Innovative and change management skills, Ability to move between details and the bigger picture. Demonstrates honesty and integrity and promotes organisational values.
* Embrace change, viewing it as an opportunity to learn and develop
 | √√ |  | A/IA/I |
| \*Assessment will take place with reference to the following informationA = Application form I = Interview T = Test C = Certificate |