**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.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Factors | Description | Essential | Desirable | Assessment |
| |  | | --- | | **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. | |  | | --- | |  |   √  √  √  √  √  √ |  | A/C  A/I  A/I  A/I  A/I  A/C |
| |  | | --- | | **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. | √ | √  √ | A/I  A/I  A/I |
| |  | | --- | | **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. | √  √ |  | A/I  A/I |
| **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/I  A/I |
| \*Assessment will take place with reference to the following information  A = Application form I = Interview T = Test C = Certificate | | | | |