

Recruitment person specification

Post being recruited for: SERVICE MANAGER PLANNING

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	<p><i>Significant experience in planning and knowledge of the health and social care legislative and policy environment.</i></p> <p><i>Experience of delivering programmes and projects in a complex environment</i></p> <p><i>Experience with managing and analysing complex data and utilising this to make sound knowledge-based decisions</i></p>	

Knowledge, skills and understanding	<p><i>Skilled and experienced leader, who can manage complex programmes and motivate and engage colleagues</i></p> <p><i>Firm understanding of governance principles</i></p> <p><i>Proven track record of delivery</i></p> <p><i>Excellent communication and team building skills</i></p>	
Qualifications and training	<p><i>Qualified to degree or postgraduate level or equivalent of training and experience in a relevant subject</i></p>	
Job specific requirements	<p><i>Ability to develop change proposals in a strategic context</i></p> <p><i>Ability to develop and manage excellent stakeholder relationships</i></p> <p><i>Ability to provide advice, recommendations and proposals to a range of stakeholders and colleagues</i></p>	