

Recruitment person specification

Post being recruited for: TEAM LEADER COMMUNICATIONS AND ENGAGEMENT

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	<i>Experience of working in health and social care services</i> <i>Experience of working in communications and engagement with the media and public</i> <i>Experience of managing colleagues and budgets</i>	
Knowledge, skills and understanding	<i>An in-depth understanding of service issues and problem resolution</i> <i>Excellent communication and team building skills</i> <i>Ability to analyse and identify solutions and responses in cases which are complex and challenging</i>	

Qualifications and training	<p><i>Qualified to degree or equivalent of training and experience in a relevant subject</i></p> <p><i>Chartered Institute of Marketing (CIM) or Chartered Institute of Public Relations (CIPR) qualified or equivalent</i></p> <p><i>Relevant post-graduate certification or modules in a Communications-related subject or equivalent experience</i></p>	
Job specific requirements	<p><i>Ability to develop integrated policies and procedures</i></p> <p><i>Ability to provide recommendations for policies and procedures to a range of stakeholders and colleagues</i></p> <p><i>Ability to use creativity in developing and overseeing programmes</i></p> <p><i>Ability to develop and manage excellent stakeholder relationships</i></p>	