

Recruitment person specification

Post being recruited for: Development Officer (Performance, Quality, and Improvement Service)

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	Substantial experience working within a public sector organisation or organisations, with wide-ranging experience of statutory and social work services or public protection. Experience working within or supporting statutory services public protection services. Business, strategic, and operational planning experience Service planning, delivery, and improvement Leading, Developing relationships and workstreams within a public sector organisation.	Ability to evidence a high level of analytical thinking and the ability to collate, analyse, interpret, and present complex information at a strategic level. Ability to lead and coordinate activity involving high-profile and/or sensitive information. Lead role in writing policy and collaborating with key stakeholders in creating and updating multi-agency public protection policy, guidance, and procedure.
Knowledge, skills and understanding	Knowledge of Children's, adults, or justice social work and statutory public protection services Communication (written and oral) Problem solving. Data and Performance analysis skills Work independently and use own initiative. Understanding of relationship between public protection policy development at national and at a local level Ability to plan and develop objectives and monitor performance and outcomes. Report Writing	Experience and qualification in project management (i.e. Prince 2) Evidence of contribution to national policy development. Experience of representing local interests in a national context. Experience of delivering Internal Audit improvements within timescales Experience of delivering and facilitating training
Qualifications and training	Qualified in a relevant discipline or equivalent experience	Educated to degree level / experience relating to a relevant subject area (Health, Social Work, Children's Services)

Job specific requirements	Research and analysis of data and its presentation Supporting the creation, updating and evolving of multi-agency public protection policy, procedure and guidance. Supporting public protection lead officers to deliver change and monitor performance. Working collaboratively with other agencies and professionals Multi-disciplinary working Working within a statutory setting Setting strategic and operational priorities.	
----------------------------------	--	--