



**PERSON SPECIFICATION**

**DEPUTY DIRECTORATE MANAGER – MANCHESTER HEART CENTRE**

<b>Requirements</b>	<b>Essential / Desirable</b>	<b>Method of Assessment</b>
<b>Education &amp; Qualifications</b>		
Degree qualification or equivalent level of experience	Essential	Application, Certificates
Evident of on-going personal and professional development at post graduate level	Essential	Application
Masters Degree or equivalent gained through courses or experience.	Essential	Application, Certificates
<b>Experience</b>		
Significant recent experience of effectively managing several services at a senior level.	Essential	Application, Interview
Evidence of leading a number of services through change in a complex organisation.	Essential	Application, Interview
Achievements in building organisational capabilities including establishing a clear direction and translating into successful outcomes.	Essential	Application, Interview
Evidence of developing stakeholder relationships at a service and operational level.	Essential	Application, Interview
Evidence of implementation of performance monitoring systems within clinical services.	Essential	Application, Interview
Track record of service improvements at a senior level.	Essential	Application, Interview
Experience of managing acute services at a senior level.	Essential	Application, Interview
Past experience working in commissioning at a senior level.	Desirable	Application, Interview
<b>Skills / Knowledge / Ability</b>		
Significant specialist knowledge of acute services and expertise in managing and developing multi-disciplinary services.	Essential	Application, Interview
Achievements in building organisational capabilities including establishing a clear direction and translating into successful outcomes.	Essential	Application, Interview
Evidence of effective leadership skills in relation to managing staff with the ability to motivate and develop others.	Essential	Application, Interview
Strong resource and financial management skills with ability to demonstrate examples of complex budgetary management.	Essential	Application, Interview
In depth and up to date knowledge of national policies and issues within the area of acute NHS Services.	Essential	Application, Interview
Ability to handle sensitive and emotional issues.	Essential	Application, Interview
Creativity and ability to find compromise to achieve a given end result	Essential	Application, Interview
Proven ability to achieve demanding tasks and objectives against tight deadlines	Essential	Application, Interview
The ability to produce reports of standard fit for the Board, Commissioning and external stakeholders	Essential	Application, Interview
Able to demonstrate flexible approach with the ability to work across functional and organisational boundaries	Essential	Application, Interview
Demonstrate strategic thinking and ability to adopt a whole systems perspective to the city wide health economy.	Essential	Application, Interview
Evidence of introducing multi-agency team and working arrangements.	Desirable	Application,



**Manchester University**  
NHS Foundation Trust

Experience of an independent sector organisation.	Desirable	Interview Application, Interview
<b>Communication</b>		
Proven ability to synthesize and prioritise complex and potentially conflicting demands.	Essential	Application, Interview
Proven ability to ensure a constructive balance between empowering others to act and holding to account in order to achieve agreed targets and delivery of a high level of service.	Essential	Application, Interview
Proven ability to implement organisational change.	Essential	Application, Interview
Innovative approach to problem solving.	Essential	Application, Interview
Ability to lead and manage complex, staff intensive, multidisciplinary multi-site operations.	Essential	Application, Interview
Experience of facilitating partnership working, decision making and conflict resolution.	Essential	Application, Interview
Excellent interpersonal and relationship building skills along with a proven track record in professionalism when communicating with people with strong opposing views.	Essential	Application, Interview
Ability to deal with individuals/ groups who are hostile or antagonistic to new ways of working or service provision change.	Essential	Application, Interview
Ability to deal with staff problems, patient complaints and convey unwelcome news.	Essential	Application, Interview
Excellent ability to communicate effectively in writing and face-to-face with proven ability to persuade and influence at the highest levels.	Essential	Application, Interview
Ability to present highly complex or contentious information in a meaningful way to a variety of audiences.	Essential	Application, Interview
<b>Personal</b>		
Commitment to NHS values.	Essential	Application, Interview
Commitment to equality, diversity and human rights.	Essential	Application, Interview
Intellectual flexibility – the ability to embrace and cut through ambiguity and complexity and to be open to creativity in leading developing and providing services.	Essential	Application, Interview
Appreciation of and astuteness in political issues.	Essential	Application, Interview
Drive for results	Essential	Application, Interview
Sound business sense and judgement.	Essential	Application, Interview
Integrity	Essential	Application, Interview
Ability to work flexibly, changing location as and when required to work across functional and organisational boundaries	Essential	Application, Interview
Ability to concentrate on tasks to ensure accuracy of written reports, data analysis and other written accounts.	Essential	Application, Interview