

Person Specification**Post Title: Chief Officer, Angus (Health & Social Care Integration)**

	<b>ESSENTIAL CRITERIA</b>	<b>When Evaluated</b>
<b>QUALIFICATIONS:</b>	Masters degree or equivalent level of knowledge and experience	Application Form
<b>EXPERIENCE:</b>	<p>Experience of strategic planning and development within a multi-agency context</p> <p>Successful track record in managing organisational and culture change and managing modernisation programmes in a large complex organisation</p> <p>Significant financial management including strategic, risk and budgetary planning experience</p> <p>Experience in operating within a complex care environment including experience of working with Local Authorities, Elected Members, independent contractors and NHS senior executives</p> <p>Experience of influencing at the most senior level of an organisation including experience of engaging a diverse range of stakeholders including, politicians, independent contractors, clinicians, government officers, third sector, users and carers</p> <p>Success in leading, managing and inspiring the workforce and of building and motivating</p>	<p>Interview/selection process</p> <p>Interview/selection process</p> <p>Interview/selection process</p> <p>Interview/selection process</p> <p>Interview/selection process</p> <p>Interview/selection process</p>

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	<p>effective teams</p> <p>Demonstrable significant experience in service improvement which has service wide impact</p>	Interview/selection process
<b>KNOWLEDGE &amp; SKILLS:</b>	A comprehensive understanding of multi-agency care provision and the contexts in which they operate	Interview/selection process
	Able to demonstrate proven track record of achieving positive results	Interview/selection process
	Ability to analyse complex problems and identify critical areas	Interview/selection process
	Ability to self-direct within a complex and changing environment	Interview/selection process
	Political acumen and the ability to develop effective corporate working relationships within a short time	Interview/selection process
	Visible and inspiring leadership skills which will empower employees and foster a positive and supportive organisational culture	Interview/selection process
	Highly developed influencing and communication skills	Interview/selection process
	Develops and supports a customer/patient focused culture	Interview/selection process
	Develops networks and encourages contribution and	Interview/selection process

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	<p>collaborative working</p> <p>Makes difficult strategic decisions and takes responsibility for making things happen</p>	<p>Interview/selection process</p>
<p><b>PERSONAL QUALITIES:</b></p>	<p>High level of trust and integrity</p> <p>Establishes own personal goals and career plan</p> <p>Seeks upward constructive feedback and is reflective and insightful</p> <p>Commitment to making a successful partnership</p>	<p>Interview/selection process</p> <p>Interview/selection process</p> <p>Interview/selection process</p> <p>Interview/selection process</p>