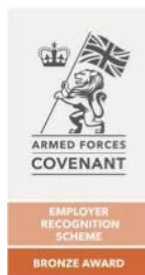


Recruitment Campaign Manager

Candidate Information Pack



Welcome



Caroline Cooksey
Workforce Director

Dear Candidate,

I would like to extend a huge warm welcome and give my thanks to you for taking the time to read more about who we are and the jobs we have on offer.

NHS Dumfries and Galloway is one of 14 territorial Health Boards covering the region of South West Scotland. The board has a workforce population of over 4500.

Our workforce is the heartbeat of our organisation. Our role as a directorate is to wrap around our services, providing a comprehensive Human Resources, Organisational Development and Learning, and Occupational Health and Safety Service for all our staff. We work in an integrated way with our other health and social care partners to provide support and advice on all key workforce issues such as Workforce planning, employee relations, staff health and wellbeing, Organisational Development, education and training to facilitate our teams across all of our services to be resilient, integrated and high performing.

Our three key priorities as a Directorate are

- Ensuring the Health and Wellbeing of our staff is at the forefront of everything we do
- Ensure we have a sustainable workforce by recruiting the right people with the right skills in the right place at the right time
- Ensure we have a positive organisational culture that encourages a positive staff experience and development of staff

Working for a complex organisation such as the NHS can have its challenges however we feel it is these challenges and complexities that allow us to grow and perfect our skills to become leading experts in our chosen field. Whether you are applying from the public or private sector we welcome applications from all who can demonstrate a passion for collaborative working, continuous improvement, customer service and improving the lives and wellbeing of others.

We are proud of the culture within the organisation and I often receive feedback from new starters as to how welcoming and friendly the teams are here. I feel this is an excellent reflection of the community as a whole in our region. If you have the above attributes and feel you can help us deliver our workforce priorities then please do consider applying.

On behalf of all the workforce team, good luck in your application and I hope to be saying hello to you soon.

Kindest regards,

Caroline

The Opportunity

1. Job Identification

Job Title	Recruitment Campaign Manager
Band	Band 6
Salary	£31,800 - £39,169 (pro rata)
Scale	Agenda for Change**
Hours	Full Time 37.5 hours per week
Contract Type	Permanent
Department	Workforce Sustainability
Reporting to	Victoria McDade
Base	Mountainhall Treatment Centre

** NHS Scotland's AFC pay system differs slightly from NHS England, Wales or Northern Ireland. Please click [here](#) to access the most up to date pay scales and Terms and Conditions.

Contact Details

Line Manager

Victoria McDade

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact: Victoria McDade by phoning 07761263636

Email: vicoria.mcdade@nhs.scot

Job Description

1. JOB PURPOSE

There are 2 key elements to this role;

1. In conjunction with the Workforce Sustainability Manager support UK wide recruitment campaigns to attract candidates to posts that have historically been hard to fill.
 2. To manage all permanent medical recruitment contracts to ensure that international candidates are onboarded, relocated and transition into employment within the Board.
- The role will focus on the coordination, planning and delivery of recruitment programmes to attract Domestic, EEA and non-EEA candidates to NHS Dumfries & Galloway workforce.
 - The postholder will work closely and in partnership with permanent recruitment agencies, Human Resources/Recruitment, Operational Services and Clinician teams to provide placed candidates with induction, orientation and familiarisation programmes including the development of online information services for candidates.
 - As a senior member of the Workforce Sustainability Team the postholder will contribute to the planning and delivery of multiple nationwide recruitment programmes and to improve outcomes in regards current recruitment activity deployed to attract both EEA/non-EEA candidates.
 - In order to fulfil this remit, the postholder will need to establish themselves as a credible subject matter expert with expertise in the design and development of candidate marketing and engagement programmes which will attract globally health care professionals into the NHS in Dumfries & Galloway. This will include the development of proactive approaches to utilising online, social and professional networking sites to identify and source international candidates and establish high quality candidate application and selection processes to support international recruitment programmes. With a good understanding of the range of factors which impact the retention of candidates, such as but not limited to, relocation services, travel arrangements, accommodation etc.
 - The post holder will be recognised as the driving force in influencing a change programme to ensure a smooth and effective relocation and transition for all candidates offered employment within NHS Dumfries & Galloway. This will include contributing to the development of recruitment policies, processes and campaign programmes with a particular and immediate focus on the recruitment of international candidates for known 'hard to fill' medical specialities in conjunction with our permanent medical recruitment provider.

Role of Department:

- Working on behalf of NHS Dumfries & Galloway, the Workforce Sustainability Team will provide a range of services aimed at attracting highly skilled candidates to our workforce. They will also share the skills, knowledge and expertise with Health and Social Care Partners to create sustainable working relationships that benefits all partners and the region.
- To provide a lead role in facilitating and conducting agreed national and international recruitment campaigns on behalf of NHS Dumfries & Galloway.
- Acting as an enabling function providing the necessary expertise in national/international/global recruitment activity to support and build on expertise currently being delivered through Human Resources and Recruitment teams, Service Management and Clinicians.
- Provide expert advice on challenges and risks related to overseas recruitment e.g. immigration legislative changes, political, environmental and economic changes.

2. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

- The NHS Dumfries & Galloway Workforce Sustainability Team is hosted within the Workforce Directorate but with close links to all service areas.
- Working collaboratively to share best practice with NHS Dumfries & Galloway Executive Directors, Human Resources and Recruitment functions, operational service management and clinical teams, the postholder will assist with the design and marketing of recruitment campaigns including specific international recruitment campaigns.
- The postholder will also be required to monitor and evaluate performance against agreed objectives and outcomes.
- The postholder will coordinate budgeted resources to drive improvements to current international and national recruitment practice and activity to ensure a streamlined effective and high quality recruitment service is delivered timeously on behalf of NHS Dumfries & Galloway including recruitment lifecycles from sourcing candidates to on-boarding and transitioning successful candidates and their families from their home country into Dumfries & Galloway.
- Recognised as knowledgeable practitioners for national/ international /

global resourcing and recruitment activity, the postholder will be the initial contact point for all local, regional and national programmes related to overseas resourcing.

- The postholder will assist with identifying emerging strategic imperatives likely to impact NHS Dumfries & Galloway's capabilities to attract and retain international healthcare professionals in both the short- and medium-term e.g. competition from other global international healthcare systems.
- Networking to share best practice within NHS Dumfries & Galloway to build a strong presence for the International Recruitment Service and services available will be a key priority for all postholders within the Service.

5. MAIN DUTIES / RESPONSIBILITIES

Operational

- The post holder will work under the direction of the Workforce Sustainability Manager and in partnership with the services to identify and prioritise posts that require additional campaign support.
- The postholder is responsible for tracking spend and monitoring return on investment to help influence new strategies.
- As a subject matter expert on the full life-cycle policies, processes and compliance aspects related to the recruitment and placement of health care professionals the postholder will provide expertise to NHS Dumfries & Galloway in recruitment and candidate placement including: pre-employment compliance checking, candidate on-boarding, relocation and transition after care.
- Will work collaboratively with appropriate contacts and stakeholders across NHS Dumfries & Galloway to develop and implement candidate orientation, induction and familiarisation programmes.
- Will have an understanding of NHS regulatory body registration, equivalency qualifications and UK migration policies and processes. The postholder will be expected to build and develop significant expertise in this area of compliance as the key conduit between the NHS Board and the permanent recruitment agency.
- Responsible for liaising with the permanent recruitment agency to establish plans for overseas candidates' arrival in Dumfries & Galloway and working with the agency to address cultural/organisational differences.
- Develop a high level of knowledge to support candidates across a range of practicalities during their relocation and transition into Scotland whether as part of a national recruitment exercise or as part of the recruitment agency contract e.g. cost of living comparisons/variances, rates of Tax/National Insurance on earnings, access to community and local services (GP, Dentists, Pharmacies and local authority/council services etc), local transportation facilities, household goods etc.
- Manage end to end for candidates 'On Boarding', Relocation and After Care Transition processes to ensure timeliness of appointment and maintaining candidate confidence at each stage of the process.
- Support the development of a range of Information resources e.g.

Candidate Welcome Packs to enable candidates to have access to bespoke services pre and post job offer.

- Will lead on UK immigration and Visa compliance for placed candidates where recruitment activity is not part of the International Recruitment Contract.
- Contribute to delivering recruitment activity on behalf of NHS Dumfries & Galloway to generate access to new UK recruitment markets and channels for health care professionals and at same time ensuring support to the current recruitment activity for non-UK candidates undertaken as part of the International Recruitment Contract.
- Represent the Workforce Sustainability Team on appropriate national, regional and board level workforce groups, contributing where appropriate to the development of international/national recruitment policy and process.
- Develop and promote innovation and operational excellence in provision of candidate support services. This includes working in collaboration with Human Resources/Recruitment/Service Management and Clinician colleagues to identify best practice.
- Contribute to the delivery of recruitment activity across the UK in order to meet NHS Dumfries & Galloway's recruitment performance objectives and targets. This portfolio will include current and emerging candidate markets. The postholder will support the establishment of a programme of UK recruitment campaigns and ongoing evaluation of effectiveness.
- Collaborating and working with overseas professional associations relevant to health care professions where required as part of the International Recruitment Contract.
- When required represent on behalf of NHS Dumfries & Galloway at appropriate recruitment fairs, Health Care Conferences and Exhibitions and other events.
- Conduct presentations on recruitment activity across NHS Dumfries & Galloway Human Resource/Recruitment teams/Service areas to ensure there is a clear understanding and sharing of best practice in regards recruitment practices and priorities at both a local, regional and national level to support the transition of health care professionals into NHS Dumfries & Galloway are identified.
- Contribute to identifying emerging risks to NHS Dumfries & Galloway's recruitment activity and support formulating recommendations and plans to mitigate risk by ensuring there is an appropriate breadth of recruitment programmes delivered within the resources available to the Workforce Sustainability Team.

Performance and Service Delivery

- Supporting the delivery of the Workforce Sustainability Team's performance objectives and standards.
- As part of the International Recruitment Contract ensure all international recruitment campaigns and associated activities comply with the NHS Code of Practice for International Recruitment.
- Ensure all related NHS Dumfries and Galloway contacts are kept abreast of specific candidate activity and progress at each stage prior to

completion so that preparations to transition new employees into service areas can be successfully facilitated.

- Contribute to establishing best practice national recruitment guidance frameworks for NHS Dumfries and Galloway based on international candidate market expertise, equivalency of qualifications and training, compensation and benefits, local market recruitment advertising media channels and UK Immigration legislation (EEA/non-EEA).
- Use industry knowledge, networks and own research to continually monitor best practice in the services provided by the Workforce Sustainability Team making recommendations for improvement .
- Provision and analysis of candidate and vacancy activity data to support understanding of trends within national/international/global candidate markets.
- Contribute to maintain service delivery within the budget available to the Workforce Sustainability Team.

Systems

- Using relevant Recruitment systems to support development of candidate database of health care professional's talent pool for active and passive job seekers.
- Establish systems for candidate tracking advising on and manage risks and issues in regards candidate placements acceptances , 'drop out' / job offer declines.
- Establish suitable benchmarks system to ensure international candidates have access to NHS Scotland compensation packages and cost of living analysis.
- Responsible for development of a quality checking process to ensure the content of NHS Dumfries & Galloway's websites used for all recruitment activity is of a high standard and contains relevant and accurate content.
- Responsible for ensuring system established for the management of candidate applications received in response to direct recruitment campaigns or speculatively.

Human Resources

- Ensure the team members have an active personal development plan and review programme in place.
- Deal with people management issues in line with appropriate HR & OD policies e.g. attendance management, performance, conduct etc.
- To manage team performance and deliver agreed performance standards in line with service objectives.
- Participate in training relevant to the post as agreed with the postholder's line manager as part of the personal development process.
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- To deputise for line manager when required, e.g. during periods of annual leave.

6. SYSTEMS AND EQUIPMENT

- The postholder will need to work with and extract/source workforce information from a series of local, regional and national NHS information systems/databases and have keyboard skills and ability to use a range of IT equipment and will use a range of information and operating systems:
 - Human Resources/Recruitment Information systems (eESS, HR portals etc).
 - TURAS NES based training programme system.
 - Website development and maintenance (Beacon and NHS D&G public site).
- It is expected that the postholder will be able to obtain and utilise information from these and other sources to produce reports on a variety of international recruitment initiatives where required.
- The postholder will contribute to the processes for evaluation to implementation of new technologies relevant to all stages of International recruitment campaign activity.
- Maintain excellent information systems to ensure reliable management reporting in regards all aspects of recruitment campaigns managed by the Workforce Sustainability Team including factors such as progress against recruitment campaign objectives and performance metrics.
- The postholder will be expected to utilise a range of information technology systems e.g.:
 - Microsoft Office (Outlook, Word, Powerpoint, Excel and Access)
 - SSTS
 - Performance Management Systems
 - Internet/Intranet
 - Datix
- The postholder will be responsible for ensuring all workforce data is updated and maintained effectively within their Service area.
- The postholder will be responsible for small cash payments e.g. expenses, materials etc.

7. DECISIONS AND JUDGEMENTS

- The postholder is the subject matter expert in relation to recruitment and in particular candidate communications and engagement, compliance processes, on-boarding, relocation and transition and settlement.
- Objectives for the postholder and those of the Workforce Sustainability Team are agreed with the postholder's line manager.
- Performance is subject to informal and formal appraisal through the postholder's line manager but within a broad remit the postholder is responsible for planning the delivery of objectives and targets. Much of the work is self-directed and requires a high level of initiative and self-motivation.
- The postholder will be informed by a range of policies, procedures and programmes of activity in regards recruitment and must be able to provide a range of solutions and interventions for the Workforce

Sustainability Team.

- The postholder is guided in the main by NHS Scotland PIN Pre and Post Employment, employment legislation and NHS Health Board organisational policies.
- The postholder will be expected to advise on international/national recruitment issues where no precedent exists or where there may be conflicts of opinion e.g. when advising on required levels of experience and qualifications relevant to UK trained candidates.
- The postholder will play an integral part interpreting information from a wide range of sources internal and external to NHS Scotland and will be expected to influence the development of plans to meet service challenges including change to current practice in engagement of International health care professionals pre and post recruitment.
- The postholder will identify improvement opportunities for their area of responsibility and on behalf of NHS Scotland. This requires researching best-practice in the field of International Recruitment in the NHS and other sectors and conducting regular activity audits to gather evidence of current practice and performance against operational standards. HR Analytics and workforce information reports will be commissioned by the postholder and used in these reviews to support service improvements.
- The postholder provides advice and guidance to other Human Resources/Recruitment Service Managers/clinicians and other stakeholders specifically in relation to recruitment of international health care professionals.
- Within the remit of their role the postholder will have the scope to propose and implement changes to working practices and procedures to improve services delivered by the Workforce Sustainability Team.
- The postholder needs to assess complex recruitment situations affecting staff and NHS Dumfries & Galloway.

8. COMMUNICATIONS AND RELATIONSHIPS

- The postholder will be required to communicate effectively with a wide range of stakeholders internal and external to NHS Dumfries & Galloway.
- The postholder is the key focus within the Workforce Sustainability Team for service delivery and will therefore relate to a wide range of individuals. The purpose is to ensure clarity of dialogue to deliver objectives of the post.
- This will involve communications that will be highly complex, at times highly contentious and highly sensitive and confidential.
- The postholder will be required on a daily basis to communicate with a range of sources including international candidates, NHS Dumfries and Galloway staff, regulatory/professional bodies and other external organisations such as media advertising suppliers and recruitment services providers.
- Consequently the postholder will require to be a skilled and effective communicator with highly developed interpersonal skills and will maintain a consistently professional approach when handling the

differencing perspectives of all stakeholders and influences in regards international recruitment.

- The credibility and visibility of the Workforce Sustainability Team and the postholder will be developed and maintained through expert communication, presentation, facilitation, consultation and project management skills.
- The ability to communicate in a way which inspires, motivates and engages international candidates, colleagues and staff is critical to the success of this role.

International Candidates

- The postholder and her team will have potential engagement with health care professionals from a wide range of international countries/regions as part of the International Recruitment Contract.

Internal to NHS Health Boards/HSCPs

- Senior Officers in NHS Dumfries and Galloway including Executive & Non-Executive Directors.
- Director of Human Resources (HRD) and Human Resources/Recruitment colleagues.
- Clinical Leaders (Medical, Nursing & Midwifery and AHP Directors)
- Senior Clinical and non-clinical staff (Service Managers, Clinical Leads/Directors, Chiefs of Medicine/Nursing (or equivalent))
- Senior Members of service management teams.
- Local and Regional workforce planning representatives.
- External to NHS Health Boards/HSCPs.
- Senior Officers in partner organisations (e.g. Regulatory & Professional Bodies, Medical Royal Colleges).
- Senior Officers in Scottish Government.
- Disclosure Scotland/UK Immigration and Visas.
- Other Partner organisations e.g. local authorities/housing associations, Higher Education Institutions.
- Members of the Public.
- Communication will be face to face, electronic or in writing and range from individual to large groups.

9. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

Physical Skills and Effort

- The postholder will use a computer for the production of documents, emails and for research for extended periods of time.
- Transportation of IT/presentation equipment.
- Due to the nature of International Recruitment programmes it is possible that the postholder will be required to schedule communication with candidates living in countries and regions where local times zones differ from the UK, this may require flexibility to operate outside of core hours when required where they are supporting the International Recruitment Contract.

Mental

- The postholder will be involved in meetings where intense concentration and significant attention to detail is required.
- The postholder often encounters frequent interruptions where advice is required to resolve emerging issues.
- Prolonged periods of concentration when taking forward the planning and delivery of recruitment campaigns.
- The postholder will frequently be required to produce reports, often involving analysis of a range of data where a high level of concentration is required e.g. analysing recruitment activity data.

Emotional

- Presenting information to different groups and to be able to defend the methodologies used to arrive at a range of outcomes (for example identifying where efficiencies may lie and the implications for the NHS Board supporting international health care professionals).
- The postholder is required to be resilient to meet the range of demands.

Environmental

- Work within a general office environment.
- Required to undertake regular travel to other locations across the region for meetings and events.
- The postholder will be required to work flexibly and be agile.

10. MOST CHALLENGING PARTS OF THE JOB

- Ensuring provision of candidates meets the vacancy demand aligned to each of the UK wide recruitment campaigns in line with timescales to schedule candidates through each stage of the Recruitment and Selection, on-boarding and relocation stages.
- The postholder will deal with high volumes of telephone/emails across NHS Dumfries and Galloway, recruitment agencies, International candidates and other stakeholders.
- NHS Dumfries & Galloway recruitment activity will at times attract a high degree of external scrutiny from a range of stakeholders including press.
- Transforming the stakeholder view of the appropriateness of International Recruitment provision to address a number of key workforce challenges in hard to fill specialties by significantly enhancing expertise in this area will be a critical success factor to ensure NHS Dumfries & Galloway's participation in recruitment programmes targeting international candidate markets.
- The role requires constant assessment and re-assessment of priorities while managing a wide range of activities that present considerable demands on time management, problem solving and decision making skills for the postholder.
- Dealing with candidates from a wide range of countries and regions will require the postholder to develop a strong insight into cultural awareness to ensure candidates are treated with dignity and respect. A

high degree of patience is required as the postholder will experience differing levels of English language competence.

- The postholder will be required to develop a level of expertise in all of the legislative requirements in regards the recruitment of international health care professionals in order to effectively manage the contract between the NHS Board and the Recruitment Agency e.g. visas, language requirements as well as regulatory requirements e.g. General Medical Council (GMC) entry routes as well as the changing requirements of e.g. Medical Royal Colleges in the recognition of overseas qualifications and their equivalency to UK training standards in the NHS.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The postholder should be able to demonstrate a level of knowledge that reflects the ability to deliver the key duties and responsibilities of this role.

- Degree Educated in a relevant subject or equivalent relevant experience.
- Postgraduate degree or professional qualification in a relevant Human Resources, management or marketing related discipline is desirable.
- Membership of CIPD is highly desirable.
- Significant experience of delivering people based services in a Human Resources/Recruitment operation within the NHS or equivalent large complex organisation. Significant experience of design, implementation and delivery of high volume candidate resourcing in the NHS or another large, complex multi-professional organisation.
- Must be able to demonstrate experience of international recruitment programme delivery, including effective knowledge of legal requirements e.g. immigration policy, international qualifications frameworks for NHS professions in the UK.
- Extensive knowledge and understanding of current and best practice in the field of international recruitment (EEA/non-EEA).
- Experience in medical staffing and understanding of the issues surrounding the employment of the nursing and midwifery workforce in the NHS is desirable.
- Knowledge of the NHS compliance/pre-employment checks and educational and regulatory frameworks is desirable.
- Experience of supporting the mobility of international candidates throughout the stages of Recruitment and Selection, On-boarding, Relocation, Induction and Orientation into post.
- Proven communication skills, particularly written and oral communication to a range of stakeholders.
- Ability to demonstrate strong interpersonal skills and a superior customer service orientation/attitude.
- A proven track record of achievement in Recruitment and Selection campaign design, implementation and delivery.
- Experience of co-ordinating and attending career fairs and other professional networking events.

- Well developed interpersonal skills and the ability to advise and influence others.
- Experience of producing well written reports and polished presentation and oral communication skills and the ability to convey complex issues concisely and clearly.
- Excellent organisation and project management skills including the ability to organise and run high quality recruitment events for senior staffing grades.
- Project management attributes that include planning, tracking and change management.
- Strong organisation skills, with methodical and systematic approach to work and the ability to adhere to tight and often conflicting deadlines.
- Operational management skills, with the ability to encourage team work, motivate and coach staff.
- Highly developed capacity to work as a team member across broad stakeholders and networks.
- Ability to think strategically and creatively and be effective operationally, with attention to detail.
- Ability to maintain effective professional interpersonal relationships.
- Ability to positively influence decisions from initial conception to execution.
- Ability to demonstrate negotiation and persuasion skills.
- Proven ability to research, analyse and interpret highly complex data and information.
- Proven ability to prioritise, meet deadlines and make best use of limited resources.
- Knowledge of the current Workforce agenda in the NHS is desirable.
- A high level of IT literacy, including desk top applications – MS software, databases and an understanding of digital communications.
- Cross – cultural sensitivity, knowledge of and ability to work with people of diverse backgrounds.

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS:</p> <ul style="list-style-type: none"> • Degree level qualification. • Evidence of management/leadership training/qualification or equivalent experience. 	<ul style="list-style-type: none"> • Qualifications in business, marketing, human resources digital or equivalent.
<p>KNOWLEDGE:</p> <ul style="list-style-type: none"> • High level understanding of compliance/pre-employment checks. • Keep abreast of changes in practise and maintain own professional development. • Knowledge of a wide range of Improvement methodologies and analysis. 	<ul style="list-style-type: none"> • Knowledge and awareness of the complexity of the NHS and the political aspects of a rapidly changing health care agenda. • A good understanding of the Academy of Medical Royal Colleges and their professional body examination standards including medical education in the UK. • Knowledge of UKVI rules and legislations.
<p>EXPERIENCE:</p> <ul style="list-style-type: none"> • Extensive experience of delivering targeted, multi-channel recruitment campaigns using innovative media technologies as well as traditional methods and professional networking sites in order to identify and engage job applicants nationally and internationally. • Experience of utilising technology resources to conduct interviews for international candidates via for example phone, VC/Skype. • Experience of event management either large or small scale. • Experience of delivering/managing successful services or projects within NHS organisations or other large and complex organisations which requires analyses and development of plans to achieve improvements. • Experience of influencing, managing or supervising staff. • Experience of developing for new 	<ul style="list-style-type: none"> • Experience of working in a NHS or large public sector organisation.

<p>employees access to orientation and familiarisation resources to support candidates and their families settlement into new work and home location and access to guidance of essential relocation practicalities.</p> <ul style="list-style-type: none"> • Evidence of anticipating problems, proposing and implementing solutions. 	
<p>SKILLS:</p> <ul style="list-style-type: none"> • Ability to work under pressure and able to meet targets. • Ability to deliver on operational objectives. • Ability to work collaboratively with colleagues in order to deliver on various agendas. • Demonstrate experience of producing well written reports and polished presentation and oral communication skills. • Proven ability to develop effective relationships in a complex multi stakeholder environment. • Be able to demonstrate skills in Continuous Improvement and problem solving. • Excellent organisation and project management skills including the ability to organise and run high quality recruitment events for senior staffing grades. • Able to use Microsoft packages such as word, powerpoint and excel. 	<ul style="list-style-type: none"> • Able to provide evidence of leadership style and its impact. • Evidence of ability to produce business plans when required. • Advanced Excel skills for data analysis. • Skills using Photoshop or other graphic design packages to produce marketing material.
<p>PERSONAL CHARACTERISTICS:</p> <ul style="list-style-type: none"> • Able to build effective and engaging working relationships. • Passionate about delivering results. • Creative flair for design and promotion of posts. • Resilience. • Can demonstrate the CORE values of the organisation. • Cultural awareness. • Patience. • Drive and determination. 	

Find Out More

For information on NHS Dumfries & Galloway, including details of further staff benefits, our facilities and beautiful surroundings, check out our new Work with Us Portal.

To access the Work with Us web pages, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

