**Person Specification**

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| JOB TITLE/BAND: | Professional Manager / Service Lead / Clinical Lead (Paeds) - Band 8a |  |
| **LOCATION:** | Ninewells Hospital |  |
| **HOURS:** | Full-time - 37.5 hours per week |  |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **EXPERIENCE:** | Significant post-registration experience including, working in a leadership capacity  Experience of working in a clinical paediatric specialist field  Wide range of advanced professional and clinical / public health nutrition experience including the application of clinical governance  Experienced in the use of strategies to support health behaviour change  Experienced in service evaluation and audit  Extensive experience of multidisciplinary working  Extensive experience of training/education | Budget management experience  Experienced in the principles and delivery of group education | Application  Application / Interview  Application / Interview  Application / Interview  Application / Interview  Application / Interview  Application |
| **QUALIFICATIONS:**  (Training; Research; Publications) | Member of a registration body e.g. HCPC  Required to have a qualification as a dietitian such as: BSc in Dietetics, Post Graduate Diploma or Masters in Dietetics  A complete record of continuous professional development to Masters level relevant to discipline and to the service area. | Management/leadership development qualification or equivalent evidenced experiential learning  Member of a discipline -specific professional body  Masters qualification in subject relevant to discipline / service area | Application  Application  Application / Interview |
| **KNOWLEDGE & SKILLS:** | Ability to achieve results through persuasion and influence of people at all levels  Ability to prioritise, plan and organise workload effectively  Excellent presentation and facilitation skills  Excellent verbal, written and interpersonal skills  Proficient in the use of Microsoft Office applications – Word, Outlook (e-mail), Internet, Excel, Access and Power Point  Advanced negotiation, influencing and networking skills  Critical evaluation skills / critical appraisal skills to Masters level or equivalent  Ability to translate and integrate evidence-based research/guidelines into the development of service pathways of care  Clinical paediatric knowledge across acute, neonatal and community services to advanced level. | Skilled in the application of continuous improvement methodologies  Applied knowledge of research design and methodology including complex data analysis | Application / Interview  Interview  Application /  Interview  Application / Interview  Application  Interview  Application / Interview  Application / Interview  Application / Interview |
| **PERSONAL QUALITIES:** | Good time management skills  Able to act with integrity and tact and to handle difficult situations.  Flexible and positive approach to work in a challenging and demanding environment |  | Interview / Application  Interview  Application / Interview |
| **OTHER:**  (e.g. travel across Tayside) | Ability to travel throughout Tayside |  | Application |