PERSON SPECIFICATION

Post: Lead for Spiritual Staff Care & Wellbeing Service

Department: Nursing Directorate, Corporate Services

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|  | Essential | **Desirable** | **Method of Assessment** |
| 1. **Experience** | Substantial postgraduate experience in a healthcare post of enhanced responsibility.  Evidence of working within a multidisciplinary environment utilising facilitation and network building skills including excellent stakeholder management.  Proven experience of leading, developing and managing health services and applying improvement methodology.  Understanding of quality improvement methods and their use in developing innovative solutions in meeting organizational requirements and motivating staff to effect change.  Experience of working with leaders at senior management and Board levels.  Evidence of delivering spiritual care in a healthcare setting working as a healthcare chaplain  Demonstrable leadership through supervising and mentoring colleagues. | Project management experience.  Policy-level experience in Health or Social care / education /leadership development and an understanding of the policy environment.  Proven experience in developing, commissioning, managing and evaluating development programmes/activities. | Application Form  Interview |
| 1. **Qualifications and Training** | Educated to master’s level or equivalent experience plus substantial postgraduate experience, or working towards this together with registration as a health or social care professional  Values Based Reflective Practice (VBRP®) Facilitation and Trainer qualification  Pastoral Supervision qualification  Evidence of CPD | Education/ Leadership/  Management qualification | Application Form |
| 1. **Knowledge** | Knowledge of the nature, aims and limitations of high-quality spiritual care and its links to ethics and legalisation  Knowledge of the theories on interpersonal relationships (including Theory of Personhood and of Human Relationships); reflective practice and supervision  Knowledge of educational models and the theory of learning including an understanding of professional active/reflective practice.  The nature of moral thinking including different theories of ethics.  A working knowledge of world religions and faith, religious rites and practices, diversity of world views.  Knowledge of local and national guidance, regulations and legal requirements for the safe and effective delivery of bereavement care. | Understanding and knowledge of government health policy. | Interview |
| 1. **Skills** | Ability, experience and judgement to work independently and as part of senior team.  Experience of complex change management processes and expertise in education, leadership, management and models for delivery of development.  Ability to deliver within tight deadlines.  Ability to work in complex environments where the parameters of the job are not necessarily clearly defined.  Well-developed facilitation skills.  Knowledge of and expertise in organisational, leadership and management development and models for delivery of leadership development.  Highly developed written and verbal communication skills.  Experience in academic and report writing.  Ability to communicate sensitive and complex information.  Highly developed presentation skills.  Evidence of creativity and innovation.  Analytical skills.  Effective leadership and management skills.  Project management skills.  Information management skills |  | Application Form  Interview |
| 1. **Aptitude** | A level of English Language competency & communication skills necessary to perform this role effectively  Ability to think strategically and corporately  Ability to act as a role model  Facilitative attitude towards staff  Ability to reach sound decisions in a calm manner  Ability to represent views of the organisation at strategic, local and multi-agency level  Ability to represent nursing whilst considering views and needs of other professions to ensure an integrated approach |  | Application Form  Interview |
| 1. **Other eg ability to drive; flexibility** | Ability to travel |  |  |