

OUR VISION

▬▬ A skilled and sustainable workforce for a healthier Scotland ▬▬



OUR MISSION

▬▬ Enabling excellence in health and care through education, workforce development and support ▬▬



Principal Lead - Testing

NES Technology Service Directorate - Delivery

NHS Education for Scotland (NES)

2024

Location: Flexible Location

Grade: Agenda for Change Band 8b

Salary: £70,986 - £75,937 per annum

Job Status: Fixed Term or Secondment, Full Time, 37 hours per week

NHS Education for Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.



Candidate Brief

About the Directorate

The function of NES Technology Service is to develop and lead a programme of work and services that supports both the corporate functions that allow NES to work and deliver its strategic objective and to deliver against Scotland's Digital Health and Care Strategy.

NES Technology Service (NTS) has been formed with the specific objective of consolidating NES' information-based expertise into a professional, focused centre for information and technical excellence.

It has created a strategic programme for the transformation of digital based services to allow NES to become a leading digital organisation in Scottish Health, digital by default and fully aligned with the Scottish Government's technology strategies.

These responsibilities relate to the core functions of NES in the following areas:

- Design, development, and operation of a technical environment and commensurate digital services to all NHS Scotland, Scottish Government and Care Sector stakeholders
- Support and development of fit for purpose technology systems and services to allow delivery of national strategic outcomes
- Communication, support, and leadership in all digital and technology disciplines
- Impact assessment of new technology services and systems
- Research and development as appropriate

About the Role

As part of an evolving team within NES Technology Service, this senior role will be instrumental in helping to deliver Scotland's Digital Health and Care Strategy by supporting our technology delivery teams in developing quality, accessible, secure and performant solutions that make people's lives easier.

We are the leader in educational design, delivery and quality assurance and provide wide-ranging support to workforce development. We are the official provider of workforce statistics for NHS Scotland and support national workforce planning. We design and develop digital technologies supporting innovation and transformation across NHSS and the Scottish care sector.

This post will be crucial to the Product & Delivery Business Unit, which aims to maximise NES's return on its investment in digital products and services by focusing on ensuring we are delivering the right thing, to the right people at the highest quality.

The Principal Lead post will lead and shape the Testing service within one of our domain areas in NES Technology Service, ensuring we have the expertise and skills required to uphold and continually improve the quality and impact of our technology solutions.

Key tasks will include but will not be limited to:

- Provide hands-on leadership and direction across the domain area within NES Technology Service, ensuring product teams have the right testing capabilities
- Support the Head of Testing in establishing robust policies for testing, recognising that each domain (Health & Social Care, Education & Training, Workforce and Platform) will have nuanced needs and standards to be met
- Support teams in the adoption of our testing processes, whilst promoting the value of the whole team being proactive in ensuring we consider quality, in all aspects of our development process
- Innovation with responsibility for researching and implementing new technology and techniques that improve the evaluation and testing of our technology solutions
- Providing specialist testing advice both internally and externally
- Collaborating with other NHS Boards and organisations, building a supportive testing community that shares ideas and approaches
- Supporting and developing the people within the Testing service in NES Technology

Applying for the role

Complete the Assessment section of the online application form by referring to the Person Specification and NES Leadership Behaviours below.

- Complete Question 1 ('Why do you think you are suitable for this role?') by explaining how you meet the criteria in the Person Specification.
- Complete Question 2 ('Why do you want to work for the NHS?') by showing how your own values are aligned with each of the five NES Leadership Behaviours.

Person Specification

Essential Criteria

These attributes are required for the role. Applicants who do not demonstrate the essential requirements in their application will normally not be considered.

Desirable Criteria

These attributes would be useful for the role. When shortlisting candidates, these criteria will be considered when more than one applicant meets the essential criteria.

Factor	Essential	Desirable
Education and professional qualifications		<ul style="list-style-type: none"> • Degree level qualification with in-depth experience and postgraduate or post registration study, such as that obtained through a master's degree or • SCQF Level 11 equivalence obtained via Professional Development Awards; Graduate or Professional Apprenticeships; and SVQs
Experience	<ul style="list-style-type: none"> • Experience of successfully managing a testing service across a number of product teams. • Setting and implementing testing policies and strategy in an organisation adopting agile development principles • Highly experienced in leading the planning, execution, and reporting on test progress of multiple national systems at a senior level • Extensive track record of testing highly complex and secure end to end software solutions across the entire software development lifecycle • Demonstrable wide range of practical experience in functional and non-functional testing, technical expertise including cloud platforms, relational databases, API's and test automation tools and frameworks • Experience of communicating and influencing at senior level and of giving presentations at local/national/international levels • Ability to work with minimal supervision and to meet deadlines • Flexible approach to learning and problem solving • Commitment to personal and professional development 	<ul style="list-style-type: none"> • Experience of working within the Health & Social Care sector

Factor	Essential	Desirable
<p>Specific skills, knowledge, and training</p>	<ul style="list-style-type: none"> • Aptitude for planning, strategic direction setting and innovation • Extensive knowledge of exploratory functional and non-functional testing (e.g. Accessibility, Performance and Penetration testing) and test automation tools and frameworks. • Understanding of cloud platforms, CI/CD and source control systems • Proven expertise in testing APIs, and understanding of Contract testing • Previous management experience including coaching and/or mentoring of team members • The confidence and presence to operate at a senior level and to engage with the NES senior colleagues and staff across Scottish Government, territorial health boards, Social Care sector and other public sector organisations 	<ul style="list-style-type: none"> • Knowledge of Clinical Safety standards and MHRA Medical Device Regulations

NES Leadership Behaviours

The five NES Leadership Behaviours describe how we work at NES, and how we want colleagues to behave, whatever their role:

Inspiring

- Passionate about our purpose and about excellence
- Communicating with enthusiasm
- Innovative and learning from success as well as setbacks

Empowering

- Giving our colleagues space and authority to deliver outcomes
- Investing in learning and development
- Being approachable and open to constructive challenge

Adaptive

- Responding flexibly to changing requirements and helping others to do the same

- Recognising that required expertise may not always sit at the top of the hierarchy
- Actively encourage innovative ideas/input from all levels

Collaborative

- Committed to working together and across professional, clinical, and organisational boundaries internally and externally to achieve our objectives
- Sharing knowledge and skill for the benefit of the organisation as a whole
- Seeking feedback from colleagues to ensure quality

Engaged and Engaging

- Committed to our values, agreed ways of working and our strategic and operational direction
- Visible to our stakeholders and to our teams
- Straightforward and honest in our communications