

NHS Lothian

Innovation Project Manager

PERSON SPECIFICATION

To be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications is received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	<ul style="list-style-type: none"> • A commitment to promote and support the concept of healthcare innovation amongst a range of stakeholders including health and care colleagues and industry partners. • A commitment to support service providers and partnerships to use and improve the evidence base to build the capacity and quality of local services. • Ability to work collaboratively to influence service innovation. • Committed to: <ul style="list-style-type: none"> ➤ Patient focused care, ➤ Learning and continuous professional development, ➤ Effective and efficient use of resources. • Honesty, warmth, enthusiasm, and efficiency • Comfortable in open communication with service users, carers, and colleagues alike. • Ability to link functions and co-ordinate work streams in a methodical way. 	<ul style="list-style-type: none"> • A creative approach to problem solving. • Previous managerial training and experience • Able to motivate colleagues and partners. • Effective deputy for senior colleagues. 	A, I
Qualifications and Training	<ul style="list-style-type: none"> • Degree in a business, biomedical, clinical or health science related subject, with accreditation (qualifications) in project management or significant experience in managing complex projects. 	<ul style="list-style-type: none"> • Experience of working with industry sector partners. • Clinical background with experience of working in a clinical setting. • A background in healthcare, innovation and/or project management would be beneficial. 	A, C, I

Experience and Knowledge	<ul style="list-style-type: none"> • Experience and knowledge of health service delivery. • Experience of working with a range of stakeholders in service redesign / improvement. • Management skills • Knowledge of current evidence and policy related to the post. • Commitment to using innovative communication and collaboration methods. • Experienced in the effective use of videoconferencing / MS Teams to facilitate communication. • A keen interest in developing robust and novel solutions to key challenges. 	<ul style="list-style-type: none"> • Experience of working as part of a strategic partnership at a regional / national level. • Experience of working in multidisciplinary teams. • Knowledge/ experience of NHS information governance processes. • Experience of developing or supporting Small Business Research Initiatives (SBRI's) or industry collaborations. • Awareness of the national innovation programme. • Experience of applying service redesign tools and techniques to carry out systematic change. 	A, I
Skills and/or Abilities	<ul style="list-style-type: none"> • Ability to recognise service users and carers, as experts and partners. • Leadership skills. • Ability to work effectively in a multi-disciplinary team with own, and with other, colleagues • Project Management skills. • Capacity to analyse, interpret and then present complex information. • Ability to engage and work with a diverse range of stakeholders on both a 1:1 and group basis. • Managing and prioritising a diverse and challenging workload. • High level of communication and interpersonal skills. • Budget / financial management experience 	<ul style="list-style-type: none"> • An understanding of current policy, such as Health & Social Care Integration. • A knowledge and experience of working with Scottish Enterprise, local authority colleagues, the third sector, academia, the biopharmaceutical and medical device industry and other external stakeholders. 	A, I
Specific Job Requirements	<ul style="list-style-type: none"> • Experience of working in partnership with a range of stakeholders. • Ability to travel both within the East Region and at times to other parts of Scotland. • Flexible working to be able to meet work requirements Monday to Friday. • Ability to work from home / flexibility to meet service requirements. 		A, I
A = Application form	I = Interview		
C = Copies of certificates	T= Test or exercise		
P = Presentation	R = References		