

PERSON SPECIFICATION – Director of Support Business Unit – Finance and Business Services

	ESSENTIAL	DESIRABLE
<p>Qualifications, Training & Experience</p>	<p>Educated to Masters level in a relevant subject, or equivalent.</p> <p>Evidence of continuing professional development, including management and leadership development.</p> <p>Proven track record of success gained in a multi-disciplinary environment over a significant number of years. This should include experience of working in an organisation of considerable size.</p> <p>Experience of leading and delivering a diverse portfolio of high profile services</p> <p>Evidence of experience of building and maintaining effective high level stakeholder relationships across organisations of some scale.</p> <p>Experience of contributing and developing strategy at a senior level.</p> <p>Senior/executive level experience demonstrating commercial experience/knowledge or astuteness and using influence, persuasion and negotiating skills to deliver change and gain commitment.</p> <p>A proven and consistent track record of achieving continuous business improvement.</p> <p>A proven track record of leading, directing and managing complex change, as well as delivering national strategies and programmes.</p>	<p>Experience of working strategically in a health related organisation or other public sector organisation.</p>
<p>Competencies to be tested in selection process</p>	<p>This post requires an individual who demonstrates a high level of competency in the critical leadership behaviours identified nationally as crucial to achieving success within NHS Scotland.</p> <ul style="list-style-type: none"> • Leadership - Communicates a compelling vision and provides visible and supportive direction and guidance that empowers, enables, motivates and develops the senior team to achieve the organisation's goals. • Improving Performance Through Team-Working – Works effectively as a team member and leads the team with tenacity to deliver shared goals. • Caring for Staff – Creates a healthy, safe and dynamic working environment in which staff well-being is promoted and individuals are supported and motivated in their roles. • Communicating Effectively <ul style="list-style-type: none"> – Communicates clearly and consistently and ensures that staff, customers and other stakeholders influence service planning and delivery. – Has excellent communication and influencing skills with the ability to work sensitively with a diverse group of stakeholders from different professional disciplines and organisations across a 	

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	<p>high profile service.</p> <ul style="list-style-type: none"> – Has ability to manage the media, public and internal communications sensitively and effectively. • Promotes a Learning Organisation – Views learning as integral to service planning and delivery and develops organisational learning plans to maximise staff potential. • Working in Partnership – Builds effective relationships with staff, customers and other stakeholders. • Improving Quality – Focuses on continually improving outcomes for customers, patients and other stakeholders. • Achieving Results <ul style="list-style-type: none"> – Develops and implements SMART service plans and reviews own team and service performance against these. – Has a sound understanding of Governance and Risk Management within NHS Scotland and working in a heavily regulated environment. • Strategic Thinking – Has the ability to transform strategy into implementation planning and project/change management to deliver significant change programmes. • Political Sensitivity – Fosters and builds effective alliances, underpinned by a strong ethos of partnership working with a broad range of stakeholders to enable effective working at a national level, both within SGHSC and across NHS Boards and partner organisations. <p>Demonstrates through behaviours and actions an absolute commitment to the NSS Values:-</p> <ul style="list-style-type: none"> • Customer Focus – recognising everyone as a customer and putting customers first. • Respect and Care – demonstrating that we value the views of others and showing mutual respect for each others’ differences and diversity. • Openness – sharing timely and consistent information regularly and ensuring honesty and transparency in our communications. • Integrity – ensuring our decisions, actions and behaviours are based on ethical principles and values and that we take responsibility for them. • Committed to Each Other – listening to our staff/customers and treating each other consistently and supportively thereby building trust. • Excel and Improve – embracing change and striving for continuous improvement aligned to customer need; seeking out best practice, sharing ideas and learning from our mistakes. 	
General	Ability to travel throughout Scotland.	