



Dental Director

Person Specification

Supporting the health and
social care workforce

Person Specification

Essential Criteria – these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short-listing stage.

Desirable Criteria – these are attributes which would be useful for the candidate to hold. When shortlisting, these criteria will be considered when more than one applicant meets the essential criteria.

Means of Assessment – please note that assessment of factors during the recruitment process will be conducted in accordance with Values Based Recruitment for NHS Board Executive Level Appointments: [https://www.sehd.scot.nhs.uk/dl/DL\(2018\)10.pdf](https://www.sehd.scot.nhs.uk/dl/DL(2018)10.pdf). This includes psychometric testing, Assessment Centre, a Stakeholder Exercise, presentation, and values competency-based interview.

Factor	Essential Criteria	Means of Assessment
Qualifications	<ul style="list-style-type: none">• Dentally qualified with a background in Primary or Secondary care or Dental Public Health.• Full registration with the General Dental Council• Evidence of regular successful participation in appraisal• Relevant Postgraduate dental qualifications, including membership / fellowship of a Royal College.• Further evidence of a commitment to ongoing professional development.	Application & Pre-Employment checks

Factor	Essential Criteria	Means of Assessment
Experience	<ul style="list-style-type: none"> • Significant experience of leadership and strategic management at a senior level. • Extensive experience at a senior level of dental management and dental education in the NHS with developed knowledge of the Scottish system • Demonstrable experience of operating at senior strategic decision-making level within complex systems and with a wide variety of partner bodies. • Demonstrable experience of leading and delivering transformational change. • Experience of dealing with a range of complex issues within a politically sensitive and multi stakeholder environment. • Experience of influencing strategy and policy at national level. • Understanding the complexities of health policy development at national level and how it translates to delivery at national, regional, and local levels • A track-record of bringing challenge to executive and board level thinking and effecting change as a consequence. • An ability to demonstrate clarity of thinking to ensure focus on critical issues. • Applying recognised methodologies in, for example, quality improvement, health service leadership and health services research. 	Application, Assessment Centre, and Interview

Factor	Essential Criteria	Means of Assessment
Knowledge	<ul style="list-style-type: none"> • Strategic and policy understanding of the ambitions and drivers for health and social care, advocating the strategic importance of education, training, and workforce development in achieving this agenda. • Exceptional ability in strategic thinking, influencing, and collaborating within a national context (Scotland and UK). • Understanding of strategic workforce planning and how to use this to deliver service change. • Strong intellect, commercial acumen, and business management skills. • Confident and skilled decision-maker, able to operate at the highest levels of autonomy with credibility. • Evidence of widening access to careers in healthcare • In-depth knowledge of postgraduate dental education training systems and processes • Understanding dental education in Scotland in the context of UK and international developments 	Application, Assessment Centre, and Interview

Factor	Essential Criteria	Means of Assessment
Behaviours	<ul style="list-style-type: none"> • With a growth mindset, role models positive behaviours and attitudes in line with NES values. • Strong advocate of building highly inclusive, diverse, workforces with equality for all. • Exceptional commitment to improving patient experiences and social care, population health and reducing inequalities. • Exceptional commitment to education, training, and workforce development. • Open, visible, and dynamic leadership commanding the confidence and respect necessary to engage an extensive range of senior stakeholders, across health, education, regulation, and government. 	Application, Assessment Centre, and Interview

Factor	Essential Criteria	Means of Assessment
Values	<ul style="list-style-type: none"> • Demonstrable record of being an effective change agent for innovation. • Innovative and collaborative problem-solving skills involved in dealing with a broad and extensive range of senior stakeholders with different priorities and agendas. • Expert listening, influencing and negotiation skills with the ability to anticipate and resolve problems inherent in dealing with an extensive range of senior stakeholders. • Highly personally resilient in operating within complex environments with multiple stakeholders. • Builds and sustains effective, inclusive, high performing teams and develops staff. • Advanced communication skills congruent with a high-profile leadership role, with the ability to engage with individuals at all levels in local, regional, and national setting, the public, politicians, and the media. • Have worked with a diverse range of stakeholders both internal and external to achieve successful outcomes. 	Application, Assessment Centre, and Interview
Experience	<ul style="list-style-type: none"> • Recognised contributions to undergraduate and postgraduate education and training at both regional and national levels is desirable. 	Application & Interview