

Personal Specification

Halton High Intensity User Lead

Supporting Evidence

In the supporting evidence of your application form, please demonstrate your experiences by giving specific examples for the criteria within the personal specification.

Factors	Description	Essential	Desirable	Application/ Interview
Knowledge. Training & Experience	➤ Master's degree in a relevant discipline		√	A/I
	➤ Demonstrable experience of working at a senior level within a health or social care setting	√		A/I
	➤ Extensive experience and knowledge of working with vulnerable people/communities	√		A/I
	➤ Must have robust networks with relevant partner agencies or be able to swiftly build relationships if new to the area	√		A/I
	➤ Ability to demonstrate a range of leadership styles to deliver the project aims	√		A/I
	➤ History of affecting real change with vulnerable individuals or families.	√		A/I
	➤ Experience in managing proactive and reactive workloads	√		A/I
	➤ Knowledge of health inequalities and the wider determinants of health	√		A/I
Communication Skills	➤ Excellent communication skills for delivering key messages to a range of stakeholders both internal and external to the NHS.	√		A/I
	➤ Robust presentation skills for conveying complex concepts.	√		A/I
	➤ Ability to use informed persuasion and negotiation skills to influence others		√	A/I
	➤ Excellent active listening skills	√		A/I
	➤ Evidence of reflective practice	√		A/I
	➤ Excellent team working skills.	√		A/I

Analytical	<ul style="list-style-type: none"> ➤ Ability to identify risks, anticipate issues, create solutions and to resolve problems in relation to project or service delivery. ➤ Ability to understand a broad range of complex information quickly and make safe decisions where opinions differ/no obvious solution. 	√		A/I
		√		A/I
Planning Skills	<ul style="list-style-type: none"> ➤ Evidence of planning and delivering programmes, projects and services on time. 		√	A/I
Leadership Skills	<ul style="list-style-type: none"> ➤ Evidence of a resilient leader whose drive is quality, encourages innovation, values partners and partnership working, ensures equality and actively improves the behaviours and attitudes. 	√		A/I
Autonomy	<ul style="list-style-type: none"> ➤ Self-starter with ability to work without supervision and under own motivation, providing specialist advice to the organisation, working to tight and often changing timescales. 	√		A/I
Physical Skills	<ul style="list-style-type: none"> ➤ Working knowledge of Microsoft Office with intermediate keyboard skills. 		√	A/I
Other	<ul style="list-style-type: none"> ➤ Innovative and change management skills, Ability to move between details and the bigger picture. Demonstrates honesty and integrity and promotes organisational values. ➤ Embrace change, viewing it as an opportunity to learn and develop ➤ Knowledge of the voluntary, community and social enterprise sector. 	√		A/I
		√		A/I
		√		A/I

*Assessment will take place with reference to the following information

A = Application form I = Interview T = Test C = Certificate