

Person Specification

1. JOB TITLE: HEAD OF THEATRES

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Education, knowledge and experience to masters level or equivalent, including: • Registered Professional (NMC / HCPC). • Management/leadership qualification or equivalent experience. • Further relevant training. • Evidence of Continuous Professional Development 	<ul style="list-style-type: none"> • Project Management Qualification
Experience	<ul style="list-style-type: none"> • Proven experience of working in a management/leadership role. • Experience of managing and motivating a large team or teams. • Leading changes in practice in a complex environment to improve performance/services. • Leading complex projects. • Identifying and interpreting national policy and implementing required changes. • Business case development • Evidence of individual research or audit of nursing practice • Operational Site management experience 	<ul style="list-style-type: none"> • Experience at a leadership level within an operating theatre environment. • Understanding of OD principles and frameworks.

<p>Knowledge</p>	<ul style="list-style-type: none"> • In depth understanding of HR principles and policies and how to apply them in practice • Heightened awareness of national nursing and midwifery initiatives • Business planning/annual planning/long term planning, particularly in relation to workforce. • In depth understanding of change management. • Able to use IT systems including Microsoft Office • Understanding of the current NHS agenda and health policy including transformation and workforce. • Knowledge of service improvements and project management. • Knowledge of risk management and governance • Financial procedures including budget setting and knowledge of financial processes 	<ul style="list-style-type: none"> • Understanding of the relationship between providers and commissioning organisations
<p>Personal Skills</p>	<ul style="list-style-type: none"> • Able to form and maintain excellent professional relationships with all members of the multi professional team • Strong communication skills both written and verbal - able to provide and receive highly complex, sensitive information and use persuasion, influencing and negotiation with individuals and groups including stakeholders. • Good analytical and problem solving skills – ability to respond to unexpected demands. • Ability to work independently and make autonomous decisions. • Negotiation on controversial issues including performance and change. • Ability to embrace, lead and drive change in 	

	<p>a complex environment.</p> <ul style="list-style-type: none"> • Ability to organise and prioritise own workload and direct the work others and adjust plans as required both in the short and long term. • Able to work flexibly to meet the demands of the role. • Demonstrates a strong desire to improve performance and services. • Able to lead and direct others to accomplish organisational goals and objectives. • Ability to participate in an on-call rota 	
<p>Other</p>	<ul style="list-style-type: none"> • Ability to travel routinely within/around Bedfordshire as required for the role. • Satisfactory health screening • Able to participate in the Senior Manager on-call rota 	