

RAINBOW TRUST CHILDREN'S CHARITY

PERSON SPECIFICATION – Deputy Director of Care Services

	Essential	Desirable
<p>Experience (Previous roles, types of organisations)</p>	<ul style="list-style-type: none"> • Demonstrable health service and/or social care experience at a senior level • Regular presenter to professional/regulatory bodies • Experience in collaborating in funding applications • Experienced in developing and delivering research programmes and evidence of participation in external research • Skilled in the development and implementation of internal audit • Skilled in project evaluation • Practiced in defining and implementing Service Level Agreements with other organisations/statutory bodies • Evidence of working within a professional multi-disciplinary team • Proven experience of managing a distributed work-force 	<ul style="list-style-type: none"> • Experience of working in a palliative care service
<p>Special Competencies (Specific job-related skills knowledge understanding)</p>	<ul style="list-style-type: none"> • Knowledge of the law and regulatory requirements which underpin best practice in child protection. • Knowledge and understanding of the recent changes to Health & Social Care and the implications to the client group • IT literate using the MS Office package (including proficient use of Word, Excel database and spreadsheets, Outlook and PowerPoint). • Understanding of children's palliative care services and issues involved • Strong presentation skills • Practised negotiator • Excellent verbal and written skills – can convey complex ideas or concepts in a way that is easily understood to professional and social audiences • Adopts a collaborative and participative approach to achieve motivated multi-disciplinary team and partnership working • Utilises recognised project management techniques to ensure on-time project delivery 	<ul style="list-style-type: none"> • Evidence of participation in research

Disposition (Influence over others, dependability, self-reliance)	<ul style="list-style-type: none"> • Highly articulate - can influence & persuade a range of people • Establishes personal credibility with internal & external contacts to effect strong working relationships • Able to critically analyse and interpret complex information and situations • Proactive working style • Can plan and manage own time and is comfortable working autonomously, with minimal supervision • Has positive strategies for dealing with stress to facilitate working under pressure • Proven track record of reliability • Confident ability to interpret policies and make decisions 	
Thinking Style (Practical, conceptual, innovative, traditional, change orientated)	<ul style="list-style-type: none"> • Problem solving - can formulate solutions and provide sustainable recommendations • Logically identifies relevant research based information and critically analyses its content • Assimilates research generated evidence to produce relevant reports • Applies experience creatively 	
Attainments (Academic & professional qualifications & training)	<ul style="list-style-type: none"> • Educated to degree level/or equivalent in health or social care • Recognised Management Qualification 	Social work qualification
Motivation (Ambition, money, security)	<ul style="list-style-type: none"> • Delivering sector-leading service • Being part of a successful management team • Delivering targeted, tangible results • Seeing an idea through to fruition 	
Circumstances (Mobility, special demands of job, unsocial hours)	<ul style="list-style-type: none"> • Full driver's licence • Commitment to own continuing professional development • Frequent UK travel • Regular overnight stays 	