

## NW Supervision Scoping Project - Person Specification

<p><b>About You</b></p> <p>This section details the personal attributes we require for this role. If you feel these describe you, we would welcome your application</p>	
<p><b>Behaviours and Values</b></p> <ul style="list-style-type: none"> <li>• The promotion of equality of opportunity and good working relations (providing practical leadership)</li> <li>• Demonstrates respect and dignity for others</li> <li>• Commitment to delivering and improving quality of care</li> <li>• Working together for patients</li> <li>• Compassion</li> <li>• Valuing others</li> <li>• Desire to contribute to the aims of the PPN</li> </ul>	<p><b>Skills and Abilities</b></p> <ul style="list-style-type: none"> <li>• Provide and receive highly complex, sensitive and contentious information from a wide range of sources, on which agreement or co-operation will be required.</li> <li>• Motivational and negotiating skills to encourage collaborative working</li> <li>• Excellent interpersonal and communication skills.</li> <li>• Ability to build relationships with a wide range of stakeholders.</li> <li>• Ability to prepare and produce concise yet insightful communications for dissemination to senior stakeholders and a broad range of stakeholders as required</li> <li>• Ability to analyse very complex issues where material is conflicting and drawn from multiple sources.</li> <li>• Demonstrated capability to act upon incomplete information, using experience to make inferences and decision making</li> <li>• Demonstrated capability to plan over short, medium and long-term timeframes and adjust plans and resource requirements accordingly</li> <li>• Demonstrated capabilities to manage own workload and make informed decisions in the absence of required information, working to tight and often changing timescales</li> <li>• Establish and maintain collaborative working relationships with a wide range of internal and external stakeholders from a range of organisations (health, social care, voluntary sector, patient groups) and from a range of professional backgrounds.</li> <li>• Ability to analyse, interpret and compare complex facts, opinions and situations.</li> <li>• Proven ability to lead, empower and motivate others.</li> <li>• Consistently delivers high quality work to tight timescales</li> <li>• Consistently demonstrates a belief and commitment to the values of psychological professions</li> <li>• Experience of creating and giving presentations to a varied group of internal and external stakeholders</li> </ul>

<b>Experience and Knowledge</b>	<b>Qualifications and Training</b>
<ul style="list-style-type: none"> <li>• In depth knowledge of models of, and approaches to, supervision</li> <li>• Experience of delivery and/or design of supervision systems</li> <li>• Experience of receipt and delivery of a variety of models of supervision</li> <li>• Knowledge of the importance of supervision</li> <li>• Knowledge of the family of psychological professions and the supervision requirements for the professions</li> <li>• Knowledge, understanding and application of current NHS policies across healthcare systems and experience of implementation in relevant areas.</li> <li>• Understanding of health and social care policy and context.</li> <li>• Significant experience of successfully operating in a politically sensitive environment</li> <li>• Demonstrated experience of co-ordinating projects in complex and challenging environments</li> <li>• Experience of managing risks and reporting</li> <li>• Experience of drafting briefing papers and correspondence at SMT level</li> <li>• High level understanding of the NHS and current issues facing the NHS workforce</li> <li>• Possesses strategic understanding of NHS workforce development priorities and challenges for the psychological professions.</li> </ul>	<ul style="list-style-type: none"> <li>• Member of the Psychological Professions with current registration with HCPC, NMC, Social Work Council or other equivalent professional body recognised by the Professional Standards Authority' Educated to master's degree level in relevant subject or equivalent level qualification or significant experience of working at a similar level in specialist area</li> <li>• A Psychological Professional employed within in the NHS or a Higher Education Institution in a Senior Leadership Role (up to Band 8b) in one of the three North West ICS/STP areas.</li> <li>• Competent with Microsoft products with the ability to present effectively for a range of audiences using Outlook, Word, Excel and PowerPoint.</li> </ul>

# Expected Outcomes

## About your role

This section details the outcomes and deliverables that would be expected from the role

### Engaging People/Key Working relationships

- Establish and maintain collaborative working relationships with a wide range of internal and external stakeholders from across a range of organisations (health, social care, voluntary sector, patient groups) and from a range of professional backgrounds.
- Provide and receive highly complex, sensitive and contentious information from a wide range of sources, on which agreement or co-operation will be required.
- Motivational and negotiating skills will also be required to encourage collaborative working.

### Delivering Results/Functional Responsibilities

- Undertake a regional mapping/scoping of current supervision requirements for the psychological professions
- To quantify the expansion supervision requirements for the new roles and upskilling trainings
- To map current capacity and undertake a gap analysis.
- To map opportunities to increase supervisor capacity
- To provide recommendations and an implementation plan (including resource requirements) to increase supervisory capacity and expertise in the Northwest
- Work with the NW PPN Clinical Fellow, Chair and Programme Manager to deliver on agreed objectives
- Provide agreed timely data collection, reports and updates to the NW PPN Clinical Fellow, Programme Manager and Chair
- Ability to exercise a high degree of autonomy.
- This role will include the day-to-day operation of a specified regional project and associated tasks including producing complex documents, reports, plans and supporting delivery of the objectives of the strategy.
- Manage frequent periods of prolonged and intense concentration when analysing information, writing reports and other work in an environment of competing priorities.
- Receive and communicate sensitive, contentious, and unwelcome information on occasion.