



Person Specification			
Post title	Service Transformation Lead	Grade / Salary	Grade P / £48,474 - £49,498 per annum

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Significant experience of working in or with Adult Social Care or Health	CV/I/
S2	Experience of leading or supporting change in an Adult Social Care or Health setting	CV /I/P
S3	Experience of having successfully managed projects on time and within budget	CV /I/P
S4	Experience of working with a range of internal and external stakeholders	CV /I/P
S5	Experience of supporting service reviews in the context of service redesign and transformation	CV /I/P
S6	Experience of supporting workforce development activity in the context of culture change and change management	CV /I
S7	Experience of supporting the development of business cases and implementing recommendations	CV /I
S8	Ability to demonstrate excellent organisational skills in planning and organising own time and creating work schedules for self	CV /I
S9	Ability to demonstrate strategic thinking	CV /I
S10	Ability to apply solution focused approaches to problem solving and make decisions where appropriate	CV /I/P
S11	Ability to apply effective conflict resolution skills	CV /I
S12	Proven political awareness	CV /I
S13	Knowledge and understanding of how local government works and the functions it delivers	CV /I
S14	Knowledge and understanding of the principles of early intervention and prevention, in the context of Health and Social Care and why it is important	CV /I/P
S15	Knowledge and understanding of the changing Health and Social Care environment	CV /I/P
Personal attributes and circumstances		
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and	CV/I

February 2024





	display strong moral principles	
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	CV/I
P3	A demonstrable willingness to share information and work with other people.	CV/I
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	CV/I
P5	Ability to meet the demands of the service and produce work to a high standard within set timescales	CV/I
P6	Ability to demonstrate commitment to own professional development and that of other colleagues	CV/I
P7	Ability to promote positive approaches to diversity and create an environment where people are safe to challenge	CV/I
Communication		
C1	Excellent presentation and communication skills, both verbal and written	CV/I
Qualifications		
Q1	Educated to degree level	CV / A / I / C

A = Application form **CV** = Curriculum Vitae **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

February 2024

