



Person Specification

Post title	Service Manager – Neighbourhood Health	Grade	PMG2 £61,863.00 to £67,592.00
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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	Effective leadership and management skills	CV/SS, I
S2	Excellent organisational skills in planning and organising own time and creating work schedules for self and others	CV/SS, I
S3	Ability to demonstrate strategic thinking	CV/SS, I
S4	Ability to apply solution focused approaches to problem solving and make decisions of a highly complex nature with consideration of associated risk factors	CV/SS, I
S5	Ability to promote positive approaches to diversity and create an environment where people are safe to challenge	CV/SS, I
S6	Ability to apply effective conflict resolution skills	CV/SS, I
S7	Ability to research, cascade and incorporate new guidance and procedure into work quickly but effectively	CV/SS, I
S8	Ability to meet the demands of the service and produce work to a high standard within set timescales	CV/SS, I
S9	Ability to demonstrate commitment to own professional development and that of other colleagues	CV/SS, I
S10	Proven political awareness along with negotiating, influencing and leadership skills	CV/SS, I
S11	Excellent presentation and communication skills, both verbal and written	CV/SS, I
S12	Deep understanding of current NHS structures, Integrated Care Systems (ICS), and local government.	CV/SS, I
S13	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/SS, I
S14	Knowledge and understanding of the changing Health and Social Care environment	CV/SS, I
S15	Significant experience managing complex health or social care programmes across multiple organisations.	CV/SS, I

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S16	Substantial experience of managing significant change in a Health and / or social care setting	CV/SS, I
S17	Experience of working with a range of internal and external stakeholders to shape common goals, and deliver upon shared ambitions and agendas	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	A demonstrable willingness to share information and work with other people.	I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view	I
Qualifications		
Q1	Educated to degree level in a recognised professional field or demonstrative comparable experience in health and / or social care	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **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.

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