

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



Head of Operations – Northern Ireland

Department: Operations

Status: As per contract

Location: Belfast – with some remote working

Hours: Full time or part time minimum 30 hours per week.

Band: 8b

Reporting to: Director of Operations

FACTOR	ESSENTIAL	DESIRABLE
<p>Qualifications & Experience</p>	<ul style="list-style-type: none"> • Education to degree level or equivalent with significant senior management experience. • Current healthcare professional registration (RMN, OT, Psychology or Social Work). • Significant understanding of, and experience in the field of mental health. • Robust understanding of the RQIA. • In-depth professional knowledge of financial management, performance management & staff management. • Evidence of up-to-date personal and continuous professional development. 	<ul style="list-style-type: none"> • Management Qualification
<p>Skills & Knowledge Range and level of skills</p>	<ul style="list-style-type: none"> • Demonstrable senior operational management experience managing clinical services with financial restraints and delivering to target • Robust understanding of the health and care sector in Northern Ireland and the current challenges it faces. • Demonstrable experience in planning and implementing service change and cost-effective service improvements. • Proven experience of workforce management and direct line management and supervision 	<ul style="list-style-type: none"> • Previous experience of working with ex-military personnel

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	<ul style="list-style-type: none"> • Experience of establishing and maintain robust and effective governance arrangements • Experience of partnership working and the associated strengths and challenges • The recruitment and retention of staff 	
<p>Personal Attributes The personal qualities required e.g. exercising initiative, organising, problem solving</p>	<ul style="list-style-type: none"> • Outstanding communication skills and ability to represent Combat Stress positively throughout Scotland<u>Northern Ireland</u> • Support the principle of shared leadership and fostering autonomy and innovation within the team • Actively seeks out and supports collaborative thinking and problem-solving with others • At ease when liaising with colleagues and stakeholders at all levels in a confident, influential manner, even when communicating new, sometimes challenging ideas and concepts • A strong team player who works collaboratively with colleagues and clients in order to achieve goals 	
<p>Other Requirements</p>	<ul style="list-style-type: none"> • Clear Access Northern Ireland • Full UK Driving License • Ability to travel, where required, across Northern Ireland and occasionally beyond 	