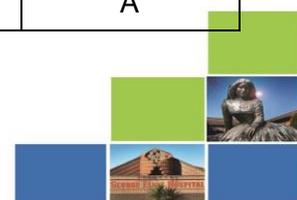


PERSON SPECIFICATION Health & Wellbeing Business Partner

Job matching ref: NP1374

Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References, C – Pre-employment checks, O - Other

Criteria	Essential or Desirable	Assessment
<p>Experience and Knowledge</p> <ul style="list-style-type: none"> • A broad base of knowledge and experience • Managerial experience and experience of managing HR matters. • Experience of multi-professional team working • Previous budget holder experience • Previous experience working in Health & Wellbeing role • Project manager experience • Previous Business Partner experience • Previous Occupational Health Management experience 	<p>E E E E E E E E E</p>	<p>A/I A/I A A A A A A A A/I</p>
<p>Qualification(s) and Professional Training</p> <ul style="list-style-type: none"> • First degree or equivalent experience • Master's Degree/ Level 7 qualification in a Health related or Leadership subject or demonstratable equivalent experience at this level or willingness to complete this within 2 years of commencing in role. • Evidence of continuing professional development • Leadership Qualification (L5 minimum) • A Counselling Qualification (L5 minimum) • A Public Health Qualification (Level 5 minimum) • Coaching qualification (Level 5 Minimum) • Demonstrated experience in mentoring. • Occupational Health Management Qualification (Level 6 minimum) • Project Management Qualification • Professional Qualification e.g. Nurse, AHP, Paramedic etc 	<p>E E E E D D D D D D D</p>	<p>A A A A A A A A A A A</p>
<p>Skills and Abilities</p> <ul style="list-style-type: none"> • Have strong interpersonal and communication skills with a high level of emotional intelligence. • Has the ability to communicate effectively with others on contentious and emotive issues and challenge appropriately. • Ability to engage constructively with a wide range of staff to develop shared agendas and action plans. • Ability to influence and negotiate with a broad spectrum of people, highlighting benefits, finding alternatives, and gaining active support and commitment. • Good analytical skills. Able to analyse reports and complex data, identify trends and patterns and develop solutions. • Strong planning and organisation skills including the ability to prioritise where necessary and being able to direct activities of others. 	<p>E E E E E E</p>	<p>A/I A/I A A A A</p>



<ul style="list-style-type: none"> • Proven ability to manage resources effectively. Well organised and able to work under pressure and deliver to deadlines. • Ability to work autonomously with minimal supervision. • Strong written communication skills with the ability to convey complex information and data in a form that is accessible to a wide range of people. • Leadership & Management Experience 	<p>E E E E</p>	<p>A A A A/I</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Ability to work autonomously. • Practical and calm under pressure • Motivated and enthusiastic • Adaptable and flexible • Innovative and intuitive • Able to work well as part of a multidisciplinary team 	<p>E E E E E E</p>	<p>I I I I I I</p>
<p>Other</p> <ul style="list-style-type: none"> • Excellent communication skills-both verbal and written • Excellent presentation skills • Ability to influence and negotiate at all levels. • Car driver/independent means of transport for regular travel between sites • Non-smoker in work hours • Flexible to meet the needs of the service. 	<p>E E E E E E</p>	<p>I P A/I I I A/I</p>
<p>Trust Values</p> 	<p>All Essential</p>	<p>All Interview</p>

