**Person specification**

The Trust has identified the following skills/expertise for this appointment:

* A financial qualification, with senior level financial management experience is essential.

Plus:

* Experience of working in or with large complex organisations
* Strong relationship management and influencing skills
* Committed to quality and delivering excellence
* Ability to engage positively and collaboratively in Board discussions
* Ability to act as an ambassador for the Trust
* Strong commitment to promoting equality, inclusion and diversity

In addition to the expertise detailed above, all candidates selected for interview will need to show that they have the competencies required to be effective in a board level role. They are:

|  |  |
| --- | --- |
| **Patient and community focus** | A high level of commitment to patients, carers and the community, especially to disadvantaged groups, and the values of the Trust |
| **Strategic direction** | The ability to think and plan ahead, balancing needs and constraints. |
| **Holding to account** | The ability to accept accountability and probe and challenge constructively. |
| **Effective influencing and communication** | Be able to influence and persuade others. |
| **Team working** | Be committed to working as a team member. |
| **Self-belief and drive** | The motivation to improve NHS performance and confidence to take on challenges. |
| **Intellectual flexibility** | The ability to think clearly and creatively. |