

Person Specification	
Job Title	HHRP Enabling Works Project Manager – Staff Accommodation
Grade	Band 8A
Division	Strategy & Transformation
Reports To	HHRP Programme Director

Criteria	Essential or Desirable Criteria	Assessment Method				
		A	I	T	R	
Education/Knowledge and Qualifications						
<ul style="list-style-type: none"> Professional knowledge acquired through Master's degree, leadership/management qualification or equivalent experience. 	E		X	X		
<ul style="list-style-type: none"> Extensive knowledge of the NHS in the acute sector. 		D	X	X		
<ul style="list-style-type: none"> PRINCE 2 Practitioner Level. 		D	X	X		
<ul style="list-style-type: none"> HM Treasury Better Business case training. 		D	X	X		
<ul style="list-style-type: none"> Post Graduate Qualification 		D	X	X		
<ul style="list-style-type: none"> Construction qualification. 		D	X	X		
<ul style="list-style-type: none"> Membership of relevant professional body or chartered status. 		D	X	X		
Experience						
<ul style="list-style-type: none"> Significant experience within the Healthcare sector at senior manager level including responsibility for strategic projects and programmes of change. 		D	X	X		
<ul style="list-style-type: none"> Proven track record of delivering to challenging targets. 	E		X	X		
<ul style="list-style-type: none"> Experience of leading and managing programmes, with considerable experience managing large capital schemes in the healthcare sector 		D	X	X		
<ul style="list-style-type: none"> Experience of business case development for large or complex capital projects and of the work streams including Clinical Strategy, Workforce, IT and Estates. 	E		X	X		
<ul style="list-style-type: none"> Experience of governance and business case approval processes. 	E		X	X		
<ul style="list-style-type: none"> Experience of managing and dealing with large construction and legal contracts. 		D	X	X		
<ul style="list-style-type: none"> Experience of negotiating with private companies. 		D	X	X		
<ul style="list-style-type: none"> General working knowledge of NHS business case process and approvals. 	E		X	X		
<ul style="list-style-type: none"> Knowledge of the New Hospital Programme 		D	X	X		
<ul style="list-style-type: none"> Knowledge and applied understanding of the context and challenges of leaders in health and health care settings 		D	X	X		
<ul style="list-style-type: none"> Experience of working in the construction industry. 		D		X	X	
<ul style="list-style-type: none"> Experience of commercial project management. 		D				

Key Skills						
• Excellent communications skills, written and oral.	E		X	X		
• Ability to build successful teams.		D	X	X		
• Able to work collaboratively with partner organisations and regulatory authorities.	E		X	X		
• Ability to influence and motivate staff at all levels to deliver challenging targets.	E		X	X		
• Ability to understand and present complex data in a simple understandable manner.		D	X	X		
• Proven negotiating skills and ability to communicate in challenging situations.	E		X	X		
• Ability to manage conflict	E		X	X		
• Manage own workload and use initiative to drive the project forwards.		D	X	X		
• Able to lead and gain buy in for changes to existing processes and deal proactively and effectively with change resistance.	E		X	X		
• Ability to understand and convey complex messages to a diverse audience at varying levels, including senior management, both within the Trust and in external organisations		D	X	X		
• Excellent organisation skills		D	X	X		
• Ability to diagnose and take remedial action where programmes are slipping from their targets.	E		X	X		
• Able to work independently and on own initiative.		D	X	X		
• Develop business plans and strategies for developing commercial opportunities and exploiting opportunities with external partners.		D	X	X		
• Ability to work on own initiative/self-starter, but integrate within the team.		D	X	X		
• Ability to work under significant pressure, to short deadlines and manage conflicting priorities whilst continuing to deliver high quality work.		D	X	X		
Aptitudes						
• Ability to develop effective working relationships with colleagues and the public	E			X		
• Demonstrate a commitment and recognition to the core values and beliefs of an employee of the NHS		D		X		
• Able to deliver on the NHS constitutional patient pledges and rights		D		X		
• Committed to high-quality patient care and patient experience		D		X		
• Respectful to and able to promote equality in opportunity, employment and service delivery		D		X		
• Committed to continuous professional development and personal growth		D		X		
• Able to ensure care of own health and wellbeing to promote improvements to physical and emotional wellbeing		D		X		
• Ability to perform the requirements of the post to an acceptable standard	E			X		
• Demonstrates a positive and flexible approach in line with the changing nature of the Trust's service delivery model		D		X		

<ul style="list-style-type: none"> Committed to the values-based principles of high-quality patient care to include compassion, care, competence, communication, courage and commitment in all aspects of service delivery 		D		X		
<ul style="list-style-type: none"> Leadership and management of a team within a project or programme 		D		X		
<ul style="list-style-type: none"> Ability to implement change involving large and complex change management 		D		X		

Assessment Criteria: A = Application, I = Interview, T = Test, R = References