**PERSON SPECIFICATION – Regional Performance Lead**

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| **Job title** | Regional Performance Lead |

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| **Personal Effectiveness (Including Behavioural Competencies)** |
| **Behaviours: Essential**   * Ability to Influence. * Assertiveness. * Change-focussed * Customer Focused. * Teamwork.   **Competencies: Essential**   * Delivering Positive Outcomes - Coordinating others’ efforts, activities and resources to work towards and achieve agreed outcomes. * Excellent communication - Senior operational management / Other Regional Performance Managers * Building and managing credible relationships - Working in partnership internally and externally. * Innovation and Change - Solving complex problems and implementing change. * Organisational effectiveness – converting the strategic problem in to a tactical/operational solution * Business Acumen * Applying Management Information to make informed business decisions. Ability to see the strategic/ corporate priority and the operational/tactical solution |

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| **Technical Effectiveness (Including Skills and Knowledge)** |
| **General Skills: Essential**   * Highlighting, mitigating and effectively reporting data gaps * Risk Management - within own functional area/s. * Financial Management - within own functional area/s. * People Management - within own functional area/s. * IT Skills - Advanced Microsoft Application usage (Excel), CSV management * Ability to analyse & interpret financial information, summarising to audience as appropriate * Effective engagement and presentation to Service delivery Mangers. * Data & Performance – experience in managing complex data requirements and presenting in simple and accessible formats. Experience of databases, mandatory data uploads, data quality management & data visualisation usage (rather than reports) * Performance & data challenge and improvement (driving Action-based intelligence) * Being commercially aware. * Being politically aware, especially with strategic priorities or strategic marketing * Ability to work independently, accurately and at pace.   **Functional Skills: Desirable**   * Applications / systems expertise. * Commercial experience utilising performance data for business decisions &/or strategic decision making   **Knowledge: Essential**   * Technical: data standards expertise, such as GDPR & other regulation. * Continual Professional Development.   **Knowledge: Desirable**   * Technical: data quality management and experience of automating data entry |

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| **Acquired Experience and Qualifications** |
| **Experience:** **Essential**   * Demonstrable performance Management/Insight experience   **Experience: Desirable**   * Experience within a not for profit organisation. * Experience within the Health and Social Care sector. |

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| **Other Requirements** |
| * May be required to travel across the country and stay over on occasion |

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| **Dimensions** | Direct reports | 3 - 4 |
| Total staff overseen | 3 - 4 |
| Internal contacts | All business functions but especially:   * Performance Support Workers * Business Partner (Insight) * Operational Managers * Head of Implementation and transformation * Applications team |
| External contacts | None |
| Planning outlook | 12 to 36 months |
| Problems solved | Drives ever improving and consistent service performance through the provision of targeted and value-add performance strategy, reporting, analysis, training, and dissemination of best practice through appropriate forums |
| Financial authority | N/A |