**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
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| 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 |