

PERSON SPECIFICATION

Job Title: Senior Policy Adviser

Department: Policy & Public Affairs (U.K. & International)







The person specification below outlines the essential experience, knowledge and skills required for this role. Evidence for competencies, knowledge and skills will be looked for throughout the selection process.

A/F=Application Form, A= Assessment, I =Interview

AREA	CRITERIA	A/F	A	I
1. Knowledge, Training and Qualifications	Essential			
	• Educated to a degree level, or demonstrable experience to a degree-standard in relevant fields	✓		
	• Knowledge of external policy landscape, ideally including health and social care and employment rights	✓	✓	✓
	• Knowledge of policy analysis to quality standards and frameworks for policy change	✓	✓	✓
	• Knowledge of evidence-based requirements to achieve policy change	✓	✓	✓
2. Experience	Essential			
	• Experience of working in a delivery role, providing analysis and developing policy positions and recommendations	✓		✓
	• Experience of designing and delivering project work that delivers a number of relevant iterative outputs and outcomes	✓		✓
	• Experience in negotiating and delivering complex and collegiate partnership work with external agencies and organisations	✓		✓
	• Experience of undertaking policy development and influencing on employment rights issues in the UK	✓	✓	✓
	Desirable			
	• Experience of working in a membership organisation	✓		✓
3. Skills	Essential			
	• Ability to analyse external political and policy landscape to identify specific issues and levers for change, and generate specific recommendations	✓	✓	✓

AREA	CRITERIA	A/F	A	I
	<ul style="list-style-type: none"> Demonstrable project management skills to ensure that projects are delivered in a collaborative, timely and cost-effective way to a high standard of quality 	✓		✓
	<ul style="list-style-type: none"> Ability to produce detailed and consistently high quality, credible and thorough policy and data analysis that generates high quality evidence to produce content that gains traction for priority policy issues 	✓	✓	✓
	<ul style="list-style-type: none"> Ability to build and sustain collaborative and productive internal and external relationships to facilitate policy change 	✓		✓
	<ul style="list-style-type: none"> Ability to work to organisational reporting and governance requirements, including delivery against agreed milestones and measurable outcomes 	✓		✓
	<ul style="list-style-type: none"> Ability to navigate complexity and ambiguity in changing organisational and political environments 	✓		✓
	<ul style="list-style-type: none"> Demonstrates a flexible and agile work style to facilitate the identification of problems affecting project design and delivery, escalating issues appropriately and proposing solutions 	✓		✓
	<ul style="list-style-type: none"> Excellent written and verbal communication, with the ability to communicate complex and nuanced messages effectively with people at all levels 	✓	✓	✓
4. Other Requirements	Essential			
	<ul style="list-style-type: none"> Flexible and adaptable working style, including the ability to travel and undertake occasional overnight stays 	✓		✓
	<ul style="list-style-type: none"> Demonstrable commitment to continuing professional development 	✓		✓
	<ul style="list-style-type: none"> Demonstrable personal values and behaviours inline with the RCN's core behavioural competency framework 	✓	✓	✓

The RCN Core Behavioural Competency Framework informs the key behaviours our employees need to demonstrate in their role and these will be assessed throughout the recruitment and selection process.

Inspire others to greater heights  <i>Be passionate about developing yourself and others and push yourself beyond your comfort zone</i>	Value those around you  <i>Prize diversity and deal fairly and consistently with people while recognising individual differences</i>	Show passion for our services  <i>Have members' and customers' interests at the heart of everything you do and go out of your way to manage and exceed their expectations</i>	Build outstanding relationships  <i>Lead and contribute to your team's success and collaborate with people around you and those beyond your immediate team</i>	Get to the heart of the business  <i>Have the business interests of the RCN at the forefront of all you do and seek out opportunities to develop your business know-how</i>	Stay one step ahead  <i>Be inquisitive, think differently and embrace opportunities for change, helping others to adapt and encouraging new ideas</i>
Use the strengths of those around you to maximum effect	Challenge unacceptable behavior where it exists	Demonstrate pride in the RCN and passion for its services	Understand how your team impacts on others	Learn all aspects of the business with enthusiasm	Improve how things are done
Take personal ownership of all that you do	Treat everyone with respect regardless of their position	Ensure all you do has a benefit to members and customers	Focus on your team's primary goals	See yourself as a shareholder in the RCN	Adapt enthusiastically to change and different ways of working
Persist in the face of difficulties and overcome obstacles	Recognise the benefit of different viewpoints	Empower members and customers to help them become more involved	Share knowledge within your team and across other teams	Generate viable opportunities to help the RCN grow and develop	Tackle unfamiliar situations with confidence
Articulate your views and be open to others' opinions	Communicate openly and actively listen to those around you	Stay calm and focused when dealing with challenging situations	Support and help those around you	Work within tight timescales when needed	Help others to respond positively to change
Coach others and share your expertise	Treat everyone fairly and consistently	Go the extra mile	Demonstrate pride in your team and its work	Prioritise work to respond to urgent needs	Be prepared to do things differently and learn from any mistakes
Trust those around you to do their jobs	Encourage mature discussion of differences	Build strong partnerships with outside agencies	Plan projects to involve key people from the start	Show efficiency and value in your use of resources	Adapt your thinking according to the needs of the situation
Seek feedback and learn from what you hear	Be approachable and give time to others	See a task through to the end	Identify opportunities for cross-team working	Translate plans into realistic targets and objectives	Show positive energy even in times of pressure
Lead by example and act as a role model	Respect individual and cultural differences	See things from the members' and customers' perspectives	Understand your strengths and play to them when you can	Understand the impact of your actions on the business	Keep an open mind and think creatively about problems at work
Empower and develop yourself and those around you	Recognise the impact of your behaviour on those around you	Build rapport with members and customers	Seek expertise from outside the team where necessary	Focus on the purpose of your role	Encourage constructive discussion about change
Speak up if you can see a better way to do things	Seek out stakeholders' views where possible	Keep members and customers informed	Ensure all team members have a meaningful part to play	Concentrate on delivering best value	Show your initiative in all that you do