

PERSON SPECIFICATION

Job Title: UK Deputy Chief Nursing Officer

Department: RCN Institute of Nursing Excellence

The person specification sets out the essential and desirable knowledge, experience, and skills required for this role. The competency-based selection process will look for evidence that you meet the criteria and core behaviours described below.







Stage assessed at: A/F=Application Form, A= Assessment, I=Interview

AREA	CRITERIA	A/F	A	I
1. Knowledge, training and qualifications	Essential			
	• Educated to a higher degree level	✓		
	• Recognised leadership or management training.	✓		✓
	• Has knowledge and understanding of contemporary professional nursing issues from a national and international perspective.	✓	✓	✓
	• Demonstrable knowledge of leading significant change.	✓	✓	✓
	• Extensive knowledge of the contemporary national and international nursing architecture and landscape.	✓	✓	✓
	• Significant knowledge and experience of leading nursing across a range of health and care settings.	✓		✓
	• Knowledge and experience of professional and system regulation, practice and leadership nationally and internationally.	✓	✓	✓
	• Knowledge of the contemporary nursing workforce agenda.	✓		✓
	• Demonstrable knowledge of global, national, and local health care systems that impact the RCN's work.	✓	✓	✓
	• Current and active Nurse registration with the NMC.	✓		
2. Experience	Essential			
	• Significant senior level experience of leading, influencing and ensuring complex change and strategy development.	✓	✓	✓

AREA	CRITERIA	A/F	A	I
	<ul style="list-style-type: none"> Significant senior level experience of identifying the relationships between complex systems and sectors and developing and influencing workforce and or recommendations that are sensitive to the required environment or topic. 	✓	✓	✓
	<ul style="list-style-type: none"> Experience of making a positive contribution to advancing equity, diversity and inclusion agendas 	✓	✓	✓
	<ul style="list-style-type: none"> Significant experience of understanding and developing nursing policy and other policy related to wider areas affecting the practice and working lives of the profession. 	✓	✓	✓
	<ul style="list-style-type: none"> Significant experience in developing professional strategies and frameworks, including testing options with relevant stakeholders. 	✓		✓
	<ul style="list-style-type: none"> Senior level experience in leading and developing teams and motivating and inspiring staff to work together to achieve common objectives, aims and ambitions. 	✓		✓
	<ul style="list-style-type: none"> Senior level experience of setting up new programmes of work and aligned metrics of impact and outcome. 	✓		✓
	<ul style="list-style-type: none"> Senior level experience of building a network of experts to be consulted, involved and valued. 	✓		✓
	<ul style="list-style-type: none"> Senior level experience in representing a large and/or national organisation externally. 	✓		✓
	<ul style="list-style-type: none"> Senior level experience in negotiating and delivering complex and collegiate partnership work with external agencies and organisations. 	✓	✓	✓
	<ul style="list-style-type: none"> Senior level experience in planning over short-, medium- and long-term timeframes and used to adjust planning and resource requirements accordingly. 	✓	✓	✓
3. Skills	Essential			
	<ul style="list-style-type: none"> Works to a collective leadership style, with vision, strategic thinking, and highly developed political skills. 	✓		✓
	<ul style="list-style-type: none"> Analyse the domestic and international external professional and political landscape to identify levers for change and generate recommendations for responsible organisations and individuals. 	✓		✓
	Analyse highly complex issues where material is often drawn from multiple sources and can be at risk of confliction.	✓	✓	✓
	<ul style="list-style-type: none"> Generate and commission high quality evidence and impact data and analysis in high quality reports to gain traction for priority policy issues. 	✓		✓

AREA	CRITERIA	A/F	A	I
	<ul style="list-style-type: none"> • Build and sustain relationships with Government and other officials, domestic and internationally. 	✓		✓
	<ul style="list-style-type: none"> • Build and sustain relationships with European and international alliances and ensuring that these are utilised effectively to achieve organisational priorities. 	✓		✓
	<ul style="list-style-type: none"> • Can operate within governance requirements and demonstrate impact and outcome of work programmes. 	✓		✓
	<ul style="list-style-type: none"> • Flexible, agile work style to facilitate the identification of solutions to problems affecting programme design and delivery, where they arise. 	✓		✓
	<ul style="list-style-type: none"> • Proven senior level financial and budgetary control skills. 	✓		✓
	<ul style="list-style-type: none"> • Excellent written, verbal and influencing communication skills in a politically sensitive environment, with an ability to communicate complex and nuanced messages effectively with a wide range of stakeholders, including Council, Committees, and the Executive Team. 	✓		✓
	<ul style="list-style-type: none"> • Critical thinking and systems analysis, including problem-solving within complex systems. 	✓		✓
	<ul style="list-style-type: none"> • Ability to use a variety of software packages including Microsoft Word, Excel, Outlook, and PowerPoint; and embrace new technologies. 		✓	✓
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"> • Strong personal commitment to promoting and embedding equity, diversity and inclusion 	✓	✓	✓
	<ul style="list-style-type: none"> • Demonstrable commitment to continuing professional development. 	✓		✓
	<ul style="list-style-type: none"> • Demonstrable personal values and behaviours in line 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 roles.

Inspire others to greater heights  Be passionate about developing yourself and others and push yourself beyond your comfort zone	Value those around you  Prize diversity and deal fairly and consistently with people while recognising individual differences	Show passion for our services  Have members' and customers' interests at the heart of everything you do and go out of your way to manage & exceed their expectations	Build outstanding relationships  Lead and contribute to your teams success and collaborate with people around you & those beyond your immediate team	Get to the heart of the business  Have the business interests of the RCN at the forefront of all you do and seek out opportunities to develop your business know-how	Stay one step ahead  Be inquisitive, think differently and embrace opportunities for change, helping others to adapt and encouraging new ideas
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 & learn from 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