



Head of Programme- National Leadership Development Programme

Flexible Location: Based throughout Scotland, NES is a remote friendly employer supporting office, remote and hybrid working. We're happy to talk about how you want to work.

Grade: Agenda for Change Band 8c

Salary: £72,792 to £78,452 per annum (Agenda for Change pay scale 2021-2022)

Job Status: Permanent

NHS Education for Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.

Candidate Brief

About the Directorate

The Workforce Directorate works at a national level to support the delivery of NES's strategic plan and is a key partner to the delivery of Scottish Government priorities for the health and social care workforce. It also provides a comprehensive People and Organisational Development strategy and service for the people who work for NES and externally to NHSScotland in the recruitment of medical and dental trainees and other vocational trainee groups.

About the Role

This is a new and exciting opportunity to lead a fast-expanding team that is delivering national leadership development programmes and resources to support the health, social care and social work workforce in Scotland.

The National Leadership Development Programme (NLDP) has been initiated by the Health Workforce Directorate of the Scottish Government. The Programme sets out an ambition to create leaders who are inspirational, empowering, promote wellbeing and understand that people are the most significant asset for creating positive change. It encompasses the development of leaders at all levels, but equally has a focus on talent identification and succession planning for key leadership roles, and in supporting current senior leaders across the health, social work and social care workforce in their own development needs.

There is a recognised need to create system leaders who will lead the agenda with other public sector partners – with a focus on public service values and an ethos of integrity and kindness. One of the key drivers of this work is the need to create a diverse, inclusive and values driven workforce that reflects the diversity in Scotland's communities – including socio-economic, ethnicity, gender and disability.

NES has a role in the delivery of leadership development to the health workforce and is a key partner in the development and delivery of the NLDP. The Head of Programme role will be responsible for the creation and leadership of a team with the capability and capacity to deliver a range of leadership development, succession planning and talent management workstreams arising from the NLDP.

Key tasks will include but will not be limited to:

- Work with the Associate Director in NES to develop a clear vision and strategy for the development and delivery of leadership development and talent management
- Engage with a wide range of stakeholders and sponsors in Scottish Government and organisations across health, social care and social work in order to contribute to national leadership development and talent management strategy and plans
- Lead a team of expert practitioners to develop and deliver a strategy for leadership development built on evidence-based, leading-edge theory and contemporary practice
- Provide professional advice and expertise on leadership development, talent management and succession planning to senior colleagues in NES, sponsors in Scottish Government and external partners and stakeholders
- Formulate and develop the operational plan for the delivery of NLDP workstreams for which NES is responsible, leading implementation and ensuring that all targets and milestones are met
- Initiate and develop costed proposals for existing and emerging national projects and workstreams working with SG sponsors and stakeholders to secure funding as appropriate
- Lead effective evaluation and impact assessment of all NLDP activity for which NES is responsible, ensuring the delivery of programmes and resources of appropriate quality and content which meet desired outcomes.
- Oversee the management of financial resources and procurement processes
- Working with external sponsors and stakeholders and NES Digital directorate, oversee the development of a digital infrastructure to support national leadership development and talent management programmes and resources

Person Specification

You will be an outstanding relationship-builder, with a track record of delivering purpose-led, meaningful, strategic change in collaboration with multiple partners and stakeholders. The health and care sector is complex, challenging and rewarding, calling for innovative, committed and energetic team-players.

Factor	Essential	Desirable
Education and professional qualifications	<ul style="list-style-type: none"> • Educated to Masters degree level with a postgraduate management qualification or equivalent experience. • Coaching qualification 	<ul style="list-style-type: none"> • Organisational Development qualification • Accredited to use licensed leadership and team development tools
Experience	<ul style="list-style-type: none"> • Experience of working in complex environments where the parameters of the job are not necessarily clearly defined • Experience of core operational and complex programme management applied within large, complex settings; 	<ul style="list-style-type: none"> • Experience in social care, social work or health or other public sector environments
Specific skills, knowledge, and training	<ul style="list-style-type: none"> • A good understanding of the health, social work and social care system is essential along with a sound grasp of the Scottish policy context and Scottish public sector • Understanding and advanced application of contemporary theories of Leadership Development and talent management • Understanding and advanced application of contemporary theories of Organisational Culture, Change and Development • Evidence of leadership skills and ability to influence at all levels using self-management ability and analytical, prioritisation and judgement skills 	<ul style="list-style-type: none"> • Advanced knowledge and experience of facilitating ongoing learning for others through live work, for example via Action Learning Sets, Team Coaching, Peer Thinking Groups.

NES Leadership Behaviours

The five NES Leadership Behaviours describe how we work at NES, and how we want colleagues to behave, whatever their role:

Inspiring

- Passionate about our purpose and about excellence

- Communicating with enthusiasm
- Innovative and learning from success as well as setbacks

Empowering

- Giving our colleagues space and authority to deliver outcomes
- Investing in learning and development
- Being approachable and open to constructive challenge

Adaptive

- Responding flexibly to changing requirements and helping others to do the same
- Recognising that required expertise may not always sit at the top of the hierarchy
- Actively encourage good ideas/input from all levels

Collaborative

- Committed to working together and across professional, clinical and organisational boundaries internally and externally to achieve our objectives
- Sharing knowledge and skill for the benefit of the organisation as a whole
- Seeking feedback from colleagues to ensure quality

Engaged and Engaging

- Committed to our values, agreed ways of working and our strategic and operational direction
- Visible to our stakeholders and to our teams
- Straightforward and honest in our communications