



Senior Specialist Lead – 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 8a

Salary: £50,470 to £54,482 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 be part of 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 delivery of leadership development for the health workforce and is a key partner in the development and delivery of the NLDP. The Senior Specialist Lead role will lead and manage leadership development and talent management workstreams which have a range of projects and activities. The post involves co-ordinating, developing and managing a team of development specialists to deliver packages of development at local, national levels for both health and social care workforces.

Key tasks will include but will not be limited to:

- Manage a team of specialists leads engaged the delivery of talent management processes and leadership development activities
- Contribute to programme management by providing briefings, activity reports and by monitoring project/programme spend
- Lead the development of community leadership and talent management events and resources
- Drive wider engagement with NLDP talent management and leadership development activities across all parts of health, social work and social care.
- Support the development and maintenance of the talent management Web App, resources and tools
- Deliver aspects of the talent management process including career conversations and the career conversation lite and 360 feedback tools.
- Contribute to the development of a digital infrastructure to support the NLDP ensuring that the platforms and tools meet user needs
- Lead the development of online leadership development content for leaders at all levels and from all parts of health, social work and social care.

Person Specification

You will be a confident and experienced manager with great relationship building skills and experience of working in complex and fast-changing environments. You're enthusiastic, collaborative and believe in the values of Health, social care and social work in Scotland and the NES Leadership Behaviours.

| 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"> • Accredited to use licensed leadership and team development tools |
| Experience | <ul style="list-style-type: none"> • Experience of effectively managing people / teams • Experience of facilitating learning for others through live work, for example via Action Learning Sets, Team Coaching, Peer Thinking Groups | |

| Factor | Essential | Desirable |
|---|---|--|
| | <ul style="list-style-type: none"> • Evaluation and impact assessment of learning and development products • | |
| Specific skills, knowledge, and training | <ul style="list-style-type: none"> • Understanding of health, social work and social care system in Scotland • Understanding and expert application of contemporary theories of Leadership Development, for example systems leadership, collective and compassionate leadership • Understanding of learning and development approaches relating to health social work and social care workforce priority areas. • Ability to communicate sensitive and complex information • Project Management skills | <ul style="list-style-type: none"> • Digital learning design skills |

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