



## 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 7

**Salary:** £40,870 to £47,846 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 is a key partner in the development and delivery of the NLDP. The Specialist Lead role will be responsible for the design, development and delivery of a range of leadership development and talent management activities and resources for leaders at all levels across health, social work and social care as commissioned through the NLDP and building on current national leadership development workstreams.

Key tasks will include but will not be limited to:

- Design, develop and deliver leadership development programmes and resources, both face to face and digital.
- Develop and facilitate elements of the NLDP talent management and succession planning processes
- Support wider take-up of NLDP talent management and leadership development activity by proactively engaging with users across all parts of health, social work and social care.
- Contribute to programme workstream planning
- Contribute to the implementation of the NLDP frameworks and processes for ensuring the quality and impact of all programmes, projects and services.
- Contribute to formal monitoring and reporting processes for internal and external stakeholders by designing surveys, analysing data, and producing reports
- Monitor operational budgets for programmes and projects and contribute to the commissioning and procurement process, ensuring the efficient and effective use of financial resources.

## Person Specification

You take initiative and are creative in finding solutions to problems, showing tenacity in positively challenging conventional approaches and stimulating change through user and stakeholder engagement. You're enthusiastic, collaborative and believe in the NES Leadership Behaviours.

Factor	Essential	Desirable
<b>Education and professional qualifications</b>	<ul style="list-style-type: none"> <li>• A qualification at SCQF level 9/10 in a relevant subject or equivalent experience</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate qualification in relevant subject or equivalent experience</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience in designing, developing and delivering learning and development programmes and resources</li> <li>• Experience of facilitating learning for others through live work, for example via Action Learning Sets, Team Coaching, Peer Thinking Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding or experience of health, social work and social care system in Scotland</li> <li>• Experience of effectively managing people and teams</li> </ul>

Factor	Essential	Desirable
<b>Specific skills, knowledge, and training</b>	<ul style="list-style-type: none"> <li>• Understanding and application of contemporary theories of leadership development.</li> <li>• Understanding and expertise in evaluation of development programmes and resources</li> <li>• Interest in or experience of technology enabled learning</li> <li>• Expertise in Project Management</li> </ul>	

## 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