



Job Title: Improvement Adviser

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> ▪ Experience of developing, delivering and evaluating the quality of Quality Improvement work. ▪ Experience of developing and delivering learning and development to a variety of staff groups and care providers. ▪ Significant experience of successfully leading innovation across health and social care. 	<ul style="list-style-type: none"> ▪ Research experience ▪ Experience of working in an ELC and Children's settings
Education, Qualifications & Training	<ul style="list-style-type: none"> ▪ Educated to degree level or equivalent. ▪ NES Scottish Improvement Leader (ScIL) or equivalent qualification in QI science / methodology or willingness to working toward this as a priority. ▪ Commitment to own CPD. 	<ul style="list-style-type: none"> ▪ Recognised Qualification in ELC or equivalent.
Skills & Knowledge	<ul style="list-style-type: none"> ▪ Excellent interpersonal skills with an emphasis on negotiation, influence and diplomacy. ▪ Ability to network with key health and social care professionals in areas including Scottish Government, Health Boards, Integration joint boards, health and social care partnerships and service providers in the statutory, independent and voluntary sector. ▪ Knowledge and experience in QI in health and/ or social care ▪ Good understanding of the social and political environment in which care services are provided to achieve change. ▪ Self-motivation, confidence and ability to meet tight deadlines. ▪ IT literate and ability to analyse and interpret complex information. 	<ul style="list-style-type: none"> ▪ Evidence of involvement and impact in work at a Scotland wide level including membership of national working groups. ▪ Knowledge and experience in ELC and/ or social care quality improvement.

Key Performance Outcomes	Essential	Desirable
Quality Improvement Focus	<ul style="list-style-type: none"> ▪ Have a proven track record in leading QI projects/programmes and evaluating their impact. ▪ Demonstrate an understanding of national QI work across Scotland. 	<ul style="list-style-type: none"> ▪ Research active. ▪ Policy development.
Planning & Organising	<ul style="list-style-type: none"> ▪ Evidence of ability to prioritise effectively and achieve deadlines. ▪ Ability to react to changing priorities and to prioritise conflicting demands. ▪ Demonstrates analytical and systematic approach to problem solving. ▪ Demonstrates initiative, drive and determination to complete tasks and achieve objectives. ▪ Work is self-generated, planned and prioritised, identifying key issues, anticipating problems and initiating appropriate action to resolve them. ▪ Able to work autonomously and independently. 	
Impact and Influence	<ul style="list-style-type: none"> ▪ Demonstrates ability to influence at all levels. ▪ Ability to achieve results through personal power, negotiation, persuasion, and influence. ▪ Ability to give credible and realistic advice, based on relevant, up to date and verifiable information. 	
Effective Communication	<ul style="list-style-type: none"> ▪ Excellent oral, public speaking / presentation, and written communication skills. ▪ Ability to write detailed reports and guidance documents. ▪ Excellent interpersonal skills with the emphasis on negotiation, influence, and diplomacy. ▪ Experience in devising and delivering development sessions. 	
Working in Partnership	<ul style="list-style-type: none"> ▪ Work nationally and locally with a range of stakeholders. ▪ Ability to lead or participate in multi-disciplinary and multi-agency working groups. 	

Please note – these are key performance outcomes to be used to recruit into the role. Successful applicants will be assessed against all the performance indicators used in the Performance Development Review System once established in the role.