



Person specification

Job Title: Inspector

Attributes	Essential	Desirable
<p>Experience</p>	<ul style="list-style-type: none"> • Minimum of three years leadership/management experience in a relevant service in the public, private or voluntary sector. • Experience of working with other regulatory bodies or partner scrutiny bodies. • Experience of understanding and adhering to the relevant legislation. • Broad professional experience required for placement in one of the following specialist teams: <ul style="list-style-type: none"> ○ Adult care services. ○ Care homes for older people ○ Early learning and childcare (ELC). ○ Children and young people (CYP). 	<ul style="list-style-type: none"> • Experience of stakeholder management and engaging with staff at all levels.
<p>Education, qualifications and training</p>	<ul style="list-style-type: none"> • Scottish Credit and Qualifications Framework (SCQF) Level 9 qualification in an appropriate discipline. • Professional registration with a regulatory body, for example, the Nursing and Midwifery Council (NMC), General Teaching Council (GTC), etc, or the ability to register with the Scottish Social Services Council (SSSC). • Undertake training, as determined by the Care Inspectorate, to ensure eligibility to be an Authorised Person. • Commitment to your own Continuous Professional Development (CPD). 	

<p>Skills and knowledge</p>	<ul style="list-style-type: none"> • Professional knowledge of social care practice. • ability to use evidence and knowledge to provide accurate, expert, insightful and professional advice or judgements, which are based on clear and incisive thinking; • ability to identify priorities and gather and analyse evidence to evaluate options before arriving at well-reasoned, justifiable decisions; • ability to use data and other evidence to formulate hypotheses and questions for different groups of people; • ability to weigh up complex and conflicting evidence, reach robust judgements and record these; • ability to communicate clearly, convincingly and succinctly, both orally and in writing; • display high levels of professional conduct; • be competent in the use of IT. • ability to work autonomously at all times or as part of a team when required. 	<ul style="list-style-type: none"> • Demonstrate involvement and knowledge of key drivers in the social care agenda. • Knowledge of working with inspection/regulation of care.
------------------------------------	--	---

<p>Competencies/ Key Performance Outcomes</p>	<p>Description</p>
<p>Supporting and co-operating</p>	<ul style="list-style-type: none"> • Supports others and shows respect and positive regard for them. • Puts people first, working effectively with individuals, teams and service users. • Behaves consistently with clear personal values and relevant professional standards of practice that complement those of the organisation. • Understands the limits of their knowledge and experience and when decisions need to be referred to others.

Interacting and presenting	<ul style="list-style-type: none"> • Communicates and networks effectively, projecting credibility. • Establishes good relationships and relates to others in a confident and relaxed manner. • Considers Care Inspectorate values in relation to the impact of their decisions. • Considers the wider context in which the Care Inspectorate operates.
Analysing and interpreting	<ul style="list-style-type: none"> • Demonstrates analytical and systematic approach to problem solving. • Gets to the heart of complex problems and issues. • Applies own expertise effectively. • Quickly learns new technology. • Communicates well in writing.
Creating and conceptualising	<ul style="list-style-type: none"> • Open to new ideas and experience. • Seeks out learning opportunities. • Handles situations and problems with innovation and creativity. • Thinks broadly and strategically. • Supports and drives organisational change. • Contributes to the development of operational processes and systems. • Ability to use knowledge and experience to gather and consolidate information to make appropriate improvements. • Applies rules and procedures sensibly and understands where flexibility is required.
Organising and executing	<ul style="list-style-type: none"> • Plans ahead and works in a systematic and organised way. • Follows directions and procedures. • Focuses on service user satisfaction and delivers a quality service to the expected standards. • Ability to react to changing priorities and to prioritise conflicting demands. • Ability to plan workload effectively in the short, medium and long term in conjunction with their line manager and work to strict deadlines. • Ability to show initiative and work without close supervision.
Adapting and coping	<ul style="list-style-type: none"> • Adapts and responds well to change. • Manages pressure effectively and copes with setbacks. • Ability to adapt communication to suit different audiences.

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 LEAD performance review system once established in the role.