



JOB TITLE: STRATEGIC INSPECTOR

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> ▪ Minimum of five years management / leadership experience in social work/social care, justice or integrated health and social care. ▪ Experience of managing projects to a satisfactory conclusion. ▪ Experience of preparing and presenting reports on complex issues to publication standard. 	<ul style="list-style-type: none"> ▪ Demonstrable evidence of embedding sustainable transformational change. ▪ Experience of managing strategic inspection activity and/or delivering inspection/regulation.
Education, Qualifications and Training	<ul style="list-style-type: none"> ▪ Educated to degree level or equivalent. ▪ Appropriate professional qualification in social work, education, health or community development ▪ Commitment to own CPD. 	
Skills and Knowledge	<ul style="list-style-type: none"> ▪ Demonstrate a good understanding of effective quality assurance /scrutiny activity relevant to the work of the Care Inspectorate. ▪ Demonstrate commitment to the principles of the Public Services Reform (Scotland) Act 2010 and the principles of better regulation. ▪ Be able to challenge traditional thinking in a sensitive, positive and constructive way. ▪ Excellent communicator, both verbally and in written form. ▪ Politically astute, with good negotiation and influencing skills. ▪ Able to translate plans into action. ▪ Knowledge of trends and changes within health and social care, social work, justice or other relevant sectors with an understanding of Equality and Diversity issues. ▪ IT competent, with the ability to learn new systems quickly. 	<ul style="list-style-type: none"> ▪ Knowledge and understanding of improvement methodologies and practice in health/social care. ▪ Understanding of health/social care research methods.

Key Performance Outcomes	
Deciding and Initiating Action	<ul style="list-style-type: none"> ▪ Initiates and generates activity, acting with confidence and working under own direction where required. ▪ Takes responsibility for actions, projects and people. ▪ Delegates authority and responsibility as required while providing appropriate support and oversight. ▪ Makes prompt, clear decisions which may involve tough choices or considered risks. ▪ Demonstrates understanding of how actions contribute to the achievement of organisational aims and objectives.
Interacting and Presenting	<ul style="list-style-type: none"> ▪ Communicates and networks effectively, projecting credibility. ▪ Builds wide and effective networks of contacts inside and outside the organisation. ▪ Manages constructive relationships with stakeholders and relates well to people at all levels. ▪ Gains clear agreement and commitment from others by persuading, convincing and negotiating influence to achieve agreed aims.
Analysing and Interpreting	<ul style="list-style-type: none"> ▪ Analyses numerical data, verbal data and all other sources of information. ▪ Probes for further information or greater understanding of a problem. ▪ Makes rational judgements from the available information and analysis. ▪ Produces workable solutions to a range of problems. ▪ Demonstrates an understanding of how one issue may be a part of a much larger system. ▪ Writes clearly, succinctly and convincingly in an engaging and expressive manner. ▪ Structures information to meet the needs and understanding of the intended audience.
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.
Organising and Executing	<ul style="list-style-type: none"> ▪ Plans ahead and works in a systematic and organised way. ▪ Uses procedures and follows direction appropriately. ▪ Able to deploy people and other resources effectively to achieve performance objectives. ▪ Maintains a focus on best outcomes for people who use services and delivers a quality service to the expected standards.
Supporting and Co-operating	<ul style="list-style-type: none"> ▪ Values and supports others and shows respect and positive regard for them. ▪ Puts people first, working effectively with individuals, teams, people who use services and other stakeholders. ▪ Behaves consistently with clear personal values and relevant professional standards of practice that complement the values of the organisation. ▪ Leads or participates in multi-disciplinary and multi-agency working groups, showing due regard for the professional backgrounds and cultures of others.
Adapting and Coping	<ul style="list-style-type: none"> ▪ Adapts and responds well to change. ▪ Manages pressure effectively and copes with setbacks. ▪ Works productively in a high pressure environment. ▪ Keeps emotions under control during difficult situations.

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 in LEAD (our appraisal system) once established in the role.