



Job Title: Workstream Lead – The Promise

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> ▪ Significant experience of successful engagement with care experienced children and young people ▪ Experience of promoting and supporting the participation of children and young people ▪ Experience of facilitating and supporting the learning and development of others. ▪ Experience of project planning and implementation, managing projects to a successful conclusion ▪ Experience of successfully leading multi-disciplinary/ multi-agency teams. ▪ Experience of stakeholder engagement at both a strategic and operational level ▪ Experience of producing high quality written reports 	<p>Experience of writing strategies/strategic plans</p> <p>Has held accountability for managing resources.</p> <p>Experience of using digital technology to enhance communication.</p> <p>Experience of developing delivering and evaluating quality improvement (QI) projects/programmes</p>
Education, Qualifications & Training	<ul style="list-style-type: none"> ▪ Educated to degree level or equivalent. ▪ Recognised qualification in youth work; social work/social care; community development; education; health or equivalent experience ▪ Commitment to own CPD, including willingness to consolidate learning in improvement science 	<p>Training in trauma informed practice.</p> <p>Training in project management</p> <p>NES Scottish Improvement Leader (ScIL) or equivalent qualification in QI science / methodology or working toward this.</p>
Skills & Knowledge	<ul style="list-style-type: none"> ▪ Demonstrates sound understanding of factors which impact on care experienced children and young people ▪ Demonstrates understanding of and commitment to the ethos of care set out in the Promise ▪ Understanding of issues relating to risks and 	<p>Understanding of the work of the Care Inspectorate</p> <p>Evidence of involvement and impact in work at a Scotland</p>

	<p>safety for children and young people</p> <ul style="list-style-type: none"> ▪ Excellent and sensitive communicator (verbally and in writing) ▪ 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. ▪ Able to work collaboratively and effectively with a wide range of people, to support them to develop their skills and grow in confidence ▪ Able to challenge traditional thinking in a positive and constructive way which builds collaboration. ▪ Able to translate plans into action. ▪ Excellent negotiation and influencing skills. ▪ Knowledge of trends and changes within health and social care, social work and other relevant sectors with an understanding of Equality and Diversity issues. ▪ IT literate, able to use the most effective methods to communicate and manage information. 	wide level including membership of national working groups.
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Key Performance Outcomes	Essential	Desirable
Effective Communication	<ul style="list-style-type: none"> ▪ Excellent oral, public speaking and written communication skills. ▪ Ability to write detailed reports. ▪ Strong chairing, presentation and facilitation skills to engage, negotiate, influence and lead the development of a wide range of key stakeholder groups promoting positive and constructive relationships, both internally and externally. ▪ Ability to express ideas clearly and concisely and adapt communication to suit different situations. 	
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 	

	<p>resolve them.</p> <ul style="list-style-type: none"> ▪ Able to work autonomously and independently. 	
Impact and Influence	<ul style="list-style-type: none"> ▪ Demonstrates ability to influence at all levels through exercising professional judgement. ▪ 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 ▪ Demonstrate personal resilience, being able to work flexibly under pressure to deliver tangible results. ▪ Demonstrates an analytical and systematic approach to problem solving, drawing on both creative and analytical skills. 	
Working in Partnership	<ul style="list-style-type: none"> ▪ Ability to build constructive working relationships internally and with people in a wide range of organisations across health and social care. ▪ Ability to lead and 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 LEAD appraisal system once established in the role.