

Deputy Director Excellence Profile

Relationship management

- Using highly developed networking skills, acts as a conduit to develop strong working relationship between QNIS and strategic stakeholders across higher education, health and social care, third sector partners and other professional organisations.
 - Builds effective relationships with key nursing researchers across Scotland, in particular the QNIS Chair in Community Nursing at RGU, to develop our reputation within the R&D community.
 - Develops strategic partnerships which enhance and develop the Catalysts for Change Programme.
 - Builds trust through delivering on actions agreed and exceeding the expectations of others.
 - Able to lead, facilitate and contribute to high level discussions within formal and informal settings.
 - Represents QNIS at strategic national meetings and deputises for the Chief Executive when necessary.
 - Negotiates with our stakeholders to develop strategic partnerships to deliver agreed outcomes.
 - Leads on the development of agreements which enable and underpin our partnership working.
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Outputs and productivity

- Leads the Catalysts for Change programme, enabling frontline nurses to make a difference for Scotland's most marginalised groups, developing their skills and confidence as change makers in the process.
 - Enables the profiling of the Catalysts for Change projects to inspire others, especially students, whilst connecting the project leads into networks of support for sustainability.
 - Successfully engages a range of stakeholders in conversations around scoping a 'Community Nursing Observatory', bringing together researchers and evidence around key topics; discerning where QNIS can add value.
 - Creates ways to build practitioner confidence around using data to create change.
 - Brings others on board to explore where funding might be found to deliver the way forward for both work programmes.
 - Writes persuasive project proposals which enable this work to be delivered in partnership.
 - Brings together an active community nursing research network in Scotland for a set of agreed purposes which emerge through inspiring conversation.
 - Supports mapping to establish where evidence to support community nursing practice is being generated; including universities, third sector groups and think tanks.
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Technical know how

- Outstanding communication skills which enable excellence across all of the areas above.
- Exceptional project management skills and significant experience of delivering a range of complex projects.
- Writes great reports and grant applications which have impact.
- The creative skills to support the development of inspiring digital networking, storytelling, and discourse.
- A good understanding of methodologies used within health and social care research, and quality improvement, including co-production and Theory U.
- Consults with others in enjoyable and creative ways, facilitating conversations which leave people feeling energised.
- Understands the political and policy influences on community nursing practice, research and research utilisation.
- A real empathy for the challenges and barriers for nurses in developing practice, particularly working with marginalised communities.
- A highly honed ability to extract relevant points from extensive documents, and provide succinct summaries.
- Skilled in IT, in particular MS Word and MS PowerPoint and confident in online searching across a range of databases.

Team work

- Builds and maintains a great rapport with colleagues.
- Supports the leadership of the team by modelling motivation and focus.
- Line manages members of the team, supporting organisational decision making and deputising for the Chief Executive.
- Is keen to support and supervise others, being approachable and available to colleagues.
- Shares knowledge, information and ideas to support our development as a high performing team.
- Demonstrates a 'can do/will do' attitude and a willingness to roll up sleeves and get involved in anything that needs doing.
- Understands the challenges and benefits of working in a small team and enjoys doing so.
- Is enthusiastic about the role and energises those around them.
- Really believes in the purpose of the Queen's Nursing Institute Scotland.
- Takes time to celebrate after working hard to achieve goals.
- Balances the urgent and important and enjoys working flexibly.
- Thrives in a dynamic and rapidly changing environment, embracing change.
- Brings a sense of fun, takes responsibility for gauging the mood in the office and attuning to interpersonal issues that may need addressing.