

Head of Leadership Programmes - Excellence Profile

Relationship management

- Using highly developed networking skills, acts as a conduit to develop strong working relationship between QNIS and stakeholders across health and social care, third sector partners and other professional organisations.
 - Through clear messaging helps build our reputation as an organisation promoting the Queen's Nurse Development Programme (QNDP) and enabling it to evolve.
 - Builds effective relationships with leaders in Scottish Government and across a range of other organisations and funding bodies.
 - Develops practice-based networks to stay connected with current issues and challenges for the community nursing and midwifery workforce.
 - Develops strategic partnerships which enhance and develop the Queen's Nurse Development Programme and create opportunities for future programmes.
 - 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.
 - Brings openness, curiosity, and a deep and broad knowledge of community nursing to represent QNIS at strategic national meetings.
 - Negotiates with our stakeholders to develop strategic partnerships to deliver agreed outcomes.
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Outputs and productivity

- Working with the CEND as Programme Director, manages and delivers the Queen's Nurse Development programme, enabling community nurses and midwives to make a difference in Scotland's communities.
 - Enables the development of the network of Queen's Nurses, creating a set of agreed purposes which emerge through inspiring conversation.
 - Leads the evaluation of the QNDP using a range of methodologies, to understand how the programme can continually improve and the impact of the experience on individuals, their teams, and communities.
 - Builds longitudinal data on the long-term impact of the programme on careers and changes enabled through empowered leadership.
 - Writes persuasive and successful funding proposals which enable the Queen's Nurse Development programme to be delivered sustainably.
 - Brings others on board to explore where funding might be found to deliver a range of leadership programmes.
 - Works with others across strategic agencies to build strategic alliances.
 - Actively supports Queen's Nurses engaging with policy priorities, developing high quality influencing materials which shape national decision making.
 - Leads QNIS's work around practitioner wellbeing, modelling self-care.
 - Oversees the support of the retired Queen's Nurse community.
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Technical know
how

- An NMC Registrant who brings extensive experience of community nursing or midwifery to all their work.
 - Outstanding communication skills which enable excellence across all the areas above.
 - Excellent project management skills and considerable experience of delivering a range of complex projects or programmes.
 - Positive experience of facilitating learning and empowering others as leaders.
 - Exceptional writing skills to deliver successful grant applications and engaging reports, which delight our funders.
 - A good understanding of methodologies of health and social care research, and quality improvement, including co-production and Theory U.
 - Relationship skills to connect with others in enjoyable and creative ways, facilitating conversations which leave people feeling energised.
 - Good knowledge of the political and policy influences on community nursing and midwifery practice, research, and development.
 - A real empathy for the challenges and barriers for nurses in developing practice, particularly working with marginalised communities.
 - Skilled in IT, in particular MS Word, MS Excel, and MS PowerPoint and willing to embrace new software e.g., Customer relationship management systems.
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Team work

- Builds and maintains a great rapport with colleagues.
 - Is truly invested in the purpose of the Queen's Nursing Institute Scotland.
 - Shares leadership of the team in our commitment to becoming a truly mindful employer and creating a workplace where people flourish.
 - Supports the management of the team, enabling organisational decision making and deputising for the Chief Executive and Nurse Director.
 - Is keen to help and supervise others, being approachable and available to colleagues.
 - Acts as a role model and welcomes ideas to enable 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.
 - Takes time to celebrate after working hard to achieve goals.
 - Balances the urgent and important and enjoys working flexibly.
 - Brings a sense of joy, takes responsibility for gauging the mood in the office and attuning to interpersonal issues that may need addressing.
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