

# MEDICAL DIRECTOR PERSON SPECIFICATION

<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications &amp; Training</b>	<b>Qualifications &amp; Training</b>
Qualified General Practitioner on the National Medical Performers List, currently working in general practice.	
Satisfactory record of continuous professional development.	Evidence of participation in management development opportunities.
<b>Experience</b>	<b>Experience</b>
Minimum of 5 years' experience in general practice post-qualification.	
Evidence of leading service change with colleagues in the Practice.	Evidence of working with CCGs and others to develop services.
<b>Knowledge &amp; Understanding</b>	<b>Knowledge &amp; Understanding</b>
Good working knowledge of all aspects of primary care.	Understanding of CCGs, ICSs and the new structures.
Basic understanding of professional regulation, performance management and complaints handling.	Relevant experience in a higher system role, working with LMCs, PCTs, CCGs or other related employment.
Passion for general practice and a desire to champion general practice as a career.	Understanding of the local health economy.
A thirst for knowledge and a willingness to develop in depth understanding of the regulations and legislation underpinning general practice.	Knowledge and understanding of practice financial and contractual matters.
Good strategic awareness of wider NHS issues.	Local knowledge of living/working in Wessex.
Understanding and experience of quality improvement.	
Sound knowledge of clinical governance and effective systems such as job planning, appraisal and clinical assessment.	
Basic understanding of contractual, employment and partnership matters, recognising when to signpost to others.	
Basic understanding of premises, pharmacy and dispensing matters.	
Knowledge and understanding of professional standards, ethics, conduct and performance.	
<b>Personal Skills &amp; Qualities</b>	<b>Personal Skills &amp; Qualities</b>
Good organisational skills.	
Good team leadership skills.	
Ability to communicate with staff at all levels and with colleagues within and external to the LMC.	
Ability to deal with complex matters in a systematic and ordered way.	Proven ability to gather, analyse, interpret and prepare concise reports on complex data and to be able to use such data to assess performance and provide suggestions for service improvement.
A confident, positive and proactive approach to problem solving in a collaborative style.	
Excellent facilitation and conciliation skills.	

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Questioning and analytical mind with an ability to see the broader picture and identify the key issues.	
Effective negotiating skills, with sensitivity and flexibility in negotiation and communication style.	
Excellent communication and interpersonal skills including verbal, written, presentations and meetings with/to a wide range of people.	Excellent presentational skills. Confident public speaker
Ability to engage effectively to motivate and influence colleagues at all levels.	
Good computer skills including Word, Excel, use of internet and website.	
Has the respect of peers, clinical credibility and can empathise with others.	
A solutions based outlook to challenges.	
Team player but able to work independently when necessary.	
Ability to deal with confidential issues tactfully and with empathy.	
<b>Other</b>	<b>Other</b>
Prepared to have a flexible approach to work, workload and working arrangements.	
Available to work on Wednesdays. Other (full) days negotiable.	
Ability and willingness to undertake extensive travel across the Wessex area in a timely manner.	

June 2021