

<b>PERSON SPECIFICATION</b>			
Workforce Quality & Development Facilitator			
<b>Criteria</b>		<b>Essential</b>	<b>Desirable</b>
Personal qualities and attributes	Reflective, self-aware and recognises what matters to people rather than what's the matter with them	✓	
	Demonstrates their belief that people have untapped resources within them that can only be unleashed by providing a non-judgemental and empowering service	✓	
	Starts with what is working well and takes an asset-based approach (able to work from strengths) in all their interactions with people, colleagues, and the communities we serve	✓	
	Excellent communicator and influencer (able to build rapport with people easily)	✓	
	Operates with integrity and openness	✓	
	Understanding of and commitment to equality of opportunity and good working relationships	✓	
	Commitment to continuous learning and development.	✓	
	Actively develops themselves and supports others to do the same	✓	
	Promotes high standards in all they do	✓	
	Consistently thinks about how their work can help and support clinicians and frontline staff across the health & social care sector deliver better outcomes for patients	✓	
	Qualifications and training	Coaching/counselling qualification/teaching/group facilitator experience or other relevant qualification/experience involving reflective listening skills/behaviour change/group facilitation	✓
Experience	Experience of training others in coaching approaches/frameworks and models or other helping strategies e.g. Motivational Interviewing		✓
	Experience of providing one to one Reflective Practice and/or group support	✓	

	Experience of working in a multidisciplinary team		✓
	Experience of working in health and social care care/community development setting or similar		✓
	Experience of successful partnership working across statutory, voluntary and community sector	✓	
	An understanding of the biopsychosocial model of health and the social determinants of health.	✓	
Skills and knowledge	A good understanding of the evidence base and development of self-management in the UK	✓	
	Ability to actively participate in the design of emerging assessment processes relevant to the non-clinical workforce, encompassing, competency & capabilities in health coaching, in line with the PCI Curriculum	✓	
	Facilitation skills with experience of the biopsychosocial model, using a range of tools and techniques to enable and support people, such as agenda setting, goal setting, problem solving, behaviour change	✓	
	Able to effectively utilise relevant management information to include reporting, analysis, data management and interpretation.	✓	
	Good understanding of Data Protection and UK GDPR	✓	
	Excellent group and one-to-one facilitation skills in online & in person formats	✓	
	Ability to actively participate in the design of emerging training & workshops, collaborating with System partners	✓	
	Good people management skills; use of coaching skills	✓	
	Ability to work with minimal supervision and act decisively and ask for help when needed	✓	
	Excellent communication and presentation skills	✓	
	Proficient in MS Office and web-based services	✓	
	Ability to travel across multiple sites	✓	
Others	Meets DBS reference standards and criminal record checks	✓	
	Ability to work flexible hours and travel out of area as necessary	✓	