

# 5 Boroughs Partnership NHS Trust

## COMMERCIAL DIRECTOR PERSON SPECIFICATION

<b>KEY REQUIREMENTS</b>		
<b>1. Qualifications</b>	Degree or equivalent	E
	Masters degree or equivalent qualification in Marketing, Business Development, Leadership or Management.	D
	Evidence of professional and personal development within the last two years	E
<b>2. Skills / Abilities</b>	Evidence of ability to make significant and successful contribution at Board level or equivalent in a large and complex organisation.	E
	Evidence of advanced analytical and problem solving skills.	E
	Strategic and innovative thinking and the ability to explore imaginative ways of optimising use of resources.	E
	The ability to produce concise reports, to work under pressure and to deadlines.	E
	Excellent verbal communication, influencing, collaboration and negotiating skills.	E
	The ability to work as a team member, both within teams at the Trust and as an accomplished participant in cross-agency teams.	E
	The ability to work with senior management, clinical colleagues and other staff, to make sound judgements and respond positively to a rapidly changing environment.	E
	Production of business cases and tender responses.	E
	Front-line negotiations.	E
	Financial and Project Management.	E
	Creativity in service development.	E

<p><b>3. Experience</b>  <b>Gained from within either the private, or wider public service environment:</b></p> <ul style="list-style-type: none"> <li>Experience of new business development.</li> <li>Experience in staff management and leadership.</li> <li>Evidence of effective strategic planning and decision making.</li> <li>Ability to understand complex public service based organisations.</li> <li>Experience of influencing and deliver change in a complex environment.</li> </ul>	<p>E E E D E</p>
<p><b>4. Knowledge</b></p> <p>To be effective in this role you will need to quickly develop:</p> <ul style="list-style-type: none"> <li>Clear and in-depth understanding of national NHS strategy and policy and ability to translate this into a strategy and operational outcomes.</li> <li>Familiarity with current political, legal and business developments that impact upon business development in the NHS.</li> <li>A good understanding of NHS Corporate Governance, business planning, service provision, as well as the commissioning process, patient flows, resource management and budget monitoring.</li> <li>Clear and in-depth understanding of business development, Health &amp; health policy.</li> </ul> <p><b>NB This knowledge can be learned whilst in post and so, if you are working outside of the NHS and health care market, you are actively encouraged to apply for this position.</b></p>	<p>E D D D D</p>
<p><b>5. Personal Qualities</b></p> <ul style="list-style-type: none"> <li>Inspirational Leader</li> <li>Self Motivator</li> <li>Proactive</li> <li>Creative</li> <li>Innovator</li> <li>Flexible</li> <li>Team working, including collaborative/delegation</li> <li>Conciliator</li> </ul>	<p>E E E E E E E E</p>

Key: E – Essential

D – Desirable