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| **Person Specification – Practice Manager** |
| **Qualifications** | **Essential** | **Desirable** |
| Evidence of commitment to continual professional development | ✓ |  |
| Educated to degree level  |  | ✓ |
| Good standard of education with excellent literacy and numeracy skills | ✓ |  |
| Leadership and / or Management Qualification  |  | ✓ |
| **Experience** | **Essential** | **Desirable** |
| Demonstrable experience of people management in a managerial / supervisory role | ✓ |  |
| Experience of working with the general public | ✓ |  |
| Experience of managing accounting procedures including budget and cash flow forecasting | ✓ |  |
| Experience of working in a health care setting |  | ✓ |
| Experience of managing multidisciplinary teams | ✓ |  |
| Experience of successfully developing and implementing projects | ✓ |  |
| Experience of workforce planning, forecasting and development | ✓ |  |
| Experience of assessing and implementing new directives and policies in an organisation | ✓ |  |
| Knowledge of HR principles and employment law relevant to a similar sized organisation | ✓ |  |
| NHS / Primary Care General Practice experience |  | ✓ |
| Experience of chairing meetings, producing agendas and minutes | ✓ |  |
| **Skills** | **Essential** | **Desirable** |
| Excellent communication skills (written, oral and presenting) | ✓ |  |
| Strong IT skills (generic) | ✓ |  |
| Excellent leadership skills | ✓ |  |
| Strategic thinker and negotiator | ✓ |  |
| Ability to prioritise, delegate and work to tight deadlines in a fast-paced environment | ✓ |  |
| EMIS user skills |  | ✓ |
| Effective time management (Planning & Organising) | ✓ |  |
| Ability to network and build relationships  | ✓ |  |
| Proven problem solving & analytical skills | ✓ |  |
| Ability to develop, implement and embed policy and procedure | ✓ |  |
| Ability to motivate and train staff  | ✓ |  |
| **Personal Qualities** | **Essential** | **Desirable** |
| Flexible and cooperative | ✓ |  |
| Excellent interpersonal skills | ✓ |  |
| Motivated and proactive | ✓ |  |
| Ability to use initiative and judgement  | ✓ |  |
| High levels of integrity and loyalty | ✓ |  |
| Sensitive and empathetic in distressing situations | ✓ |  |
| Ability to work under pressure | ✓ |  |
| Confident, assertive and resilient | ✓ |  |
| Ability to drive and deliver change effectively | ✓ |  |
| Ability to motivate teams, enhance morale and maintain a positive working environment, including team building sessions | ✓ |  |
| **Other requirements** | **Essential** | **Desirable** |
| Maintains confidentiality at all times | ✓ |  |
| Flexibility of working hours and able to attend meetings outside normal working hours if required | ✓ |  |