



Principal Lead – National Leadership Development Programme

Flexible Location: Based throughout Scotland, NES is a remote friendly employer supporting office, remote and hybrid working. We're happy to talk about how you want to work.

Grade: Agenda for Change Band 8b

Salary: £60,730 to £65,377 per annum (Agenda for Change pay scale 2021-2022)

Job Status: Permanent

NHS Education for Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.

Candidate Brief

About the Directorate

The Workforce Directorate works at a national level to support the delivery of NES's strategic plan and is a key partner to the delivery of Scottish Government priorities for the health and social care workforce. It also provides a comprehensive People and Organisational Development strategy and service for the people who work for NES and externally to NHSScotland in the recruitment of medical and dental trainees and other vocational trainee groups.

About the Role

This is a new and exciting opportunity to take a leading role in a fast-expanding team that is delivering national leadership development programmes and resources to support the health, social care and social work workforce in Scotland.

The National Leadership Development Programme (NLDP) has been initiated by the Health Workforce Directorate of the Scottish Government. The Programme sets out an ambition to create leaders who are inspirational, empowering, promote wellbeing and understand that people are the most significant asset for creating positive change. It encompasses the development of leaders at all levels, but equally has a focus on talent identification and succession planning for key leadership roles, and in supporting current senior leaders across the health, social work and social care workforce in their own development needs.

There is a recognised need to create system leaders who will lead the agenda with other public sector partners – with a focus on public service values and an ethos of integrity and kindness. One of the key drivers of this work is the need to create a diverse, inclusive and values driven workforce that reflects the diversity in Scotland's communities – including socio-economic, ethnicity, gender and disability.

NES has a role in the delivery of leadership development for the health workforce and is a key partner in the development and delivery of the NLDP. The Principal Lead role will be responsible for the design, development, delivery and evaluation of a range of leadership and talent management interventions as commissioned through the NLDP and building on current national leadership development workstreams delivered for the health workforce.

Key tasks will include but will not be limited to:

- Build and maintain positive collaborative working relationships with key strategic partners in NES, Scottish Government, NHS Scotland and all sectors of social work and social care in order to contribute to the development of the NLDP and the achievement of its outcomes
- Lead the design, delivery, commissioning and impact evaluation of leadership development programmes and resources that are evidence based, have real impact in terms of participant performance, and can flex to meet learner requirements whilst reflecting the need for consistently high quality of leadership across all workforce sectors.
- Develop effective talent management and succession planning processes that support the identification, development, retention and deployment of high potential individuals and enable them to reach senior strategic leadership roles across the health and social care system;
- Engage with and facilitate leadership networks and communities across the health and social care system that support participation in leadership development and talent management activities at all levels and encourages greater diversity and inclusion.
- Evaluating and assessing impact of leadership and talent management activities and provide assurance to senior stakeholders within NES and external governance groups.

Person Specification

You'll be a positive culture creator, with excellent relational skills, modelling compassionate, collective leadership approaches. You will have a proven ability to lead and develop others within the context of a rapidly changing environment. You're enthusiastic, collaborative and believe in the values of Health, social care and social work in Scotland and the NES Leadership Behaviours.

Factor	Essential	Desirable
Education and professional	<ul style="list-style-type: none"> • Educated to Masters degree level with a postgraduate management qualification or equivalent experience. 	<ul style="list-style-type: none"> • Accredited to use licensed leadership and team development tools

Factor	Essential	Desirable
qualifications		
Experience	<ul style="list-style-type: none"> • Significant experience of working with executive and senior leaders in complex environments. • Experience in the development and delivery of a range of leadership development interventions with senior leaders • Experience of collaborative working across a complex stakeholder environment. • Experience of undertaking quality assurance and impact assessment 	<ul style="list-style-type: none"> • Experience of talent management and succession planning processes
Specific skills, knowledge, and training	<ul style="list-style-type: none"> • Understanding and advanced application of contemporary theories of Leadership Development • Advanced experience of facilitating ongoing learning for others through live work, for example via Action Learning Sets, Team Coaching, Peer Thinking Groups. • 1:1 coaching at senior leader level • Knowledge and skills to undertake quality assurance and impact assessment. 	

NES Leadership Behaviours

The five NES Leadership Behaviours describe how we work at NES, and how we want colleagues to behave, whatever their role:

Inspiring

- Passionate about our purpose and about excellence
- Communicating with enthusiasm
- Innovative and learning from success as well as setbacks

Empowering

- Giving our colleagues space and authority to deliver outcomes
- Investing in learning and development
- Being approachable and open to constructive challenge

Adaptive

- Responding flexibly to changing requirements and helping others to do the same
- Recognising that required expertise may not always sit at the top of the hierarchy
- Actively encourage good ideas/input from all levels

Collaborative

- Committed to working together and across professional, clinical and organisational boundaries internally and externally to achieve our objectives
- Sharing knowledge and skill for the benefit of the organisation as a whole
- Seeking feedback from colleagues to ensure quality

Engaged and Engaging

- Committed to our values, agreed ways of working and our strategic and operational direction
- Visible to our stakeholders and to our teams
- Straightforward and honest in our communications