

## Deputy Director (Nursing) Excellence Profile

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### Relationship management

- Using highly developed networking skills, acts as a conduit to develop strong working relationship between QNIS and strategic stakeholders across health and social care, higher education, third sector partners and other professional organisations.
  - Through clear messaging helps build our reputation as an organisation promoting social justice through nursing.
  - Builds effective relationships with policy leaders in Scottish Government and across a range of other organisations.
  - Develops practice networks to stay connected with current issues and challenges for the community nursing and midwifery workforce.
  - Develops strategic partnerships which enhance and develop the Catalysts for Change Programme.
  - Builds trust through delivering on actions agreed and exceeding the expectations of others.
  - Able to lead, facilitate and contribute to high level discussions within formal and informal settings.
  - Represents QNIS at strategic national meetings and deputises for the Chief Executive when necessary.
  - Negotiates with our stakeholders to develop strategic partnerships to deliver agreed outcomes.
  - Leads on the development of agreements which enable and underpin our partnership working.
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### Outputs and productivity

- Leads the Catalysts for Change programme, enabling frontline nurses to make a difference for Scotland's most marginalised groups, developing their skills and confidence as change makers in the process, in order to inspire others.
  - Enables the development of virtual networks of support for key groups across Scotland, including nurse researchers and lecturers, for a set of agreed purposes which emerge through inspiring conversation.
  - Brings others on board to explore where funding might be found to deliver the way forward for QNIS work programmes.
  - Writes persuasive project proposals which enable our work to be delivered in partnership.
  - Creates ways to build practitioner confidence around using data and telling stories to create change.
  - Leads work on agreed policy priorities, developing high quality thought pieces which shape national decision making.
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## Technical know how

- Outstanding communication skills which enable excellence across all of the areas above.
  - Exceptional project management skills and significant experience of delivering a range of complex projects.
  - Writes great reports and grant applications which have impact.
  - The creative skills to support the development of inspiring digital networking, storytelling, and discourse.
  - A good understanding of methodologies used within health and social care research, and quality improvement, including co-production and Theory U.
  - Consults with others in enjoyable and creative ways, facilitating conversations which leave people feeling energised.
  - Understands the political and policy influences on community nursing practice, research and development.
  - A real empathy for the challenges and barriers for nurses in developing practice, particularly working with marginalised communities.
  - A highly honed ability to extract relevant points from extensive documents, and provide succinct summaries.
  - Skilled in IT, in particular MS Word and MS PowerPoint and confident in online searching across a range of databases.
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## Team work

- Builds and maintains a great rapport with colleagues.
  - Leads the team in our commitment to becoming a truly mindful employer and creating a workplace where people flourish.
  - Supports the management of the team, enabling organisational decision making and deputising for the Chief Executive.
  - Is keen to help and supervise others, being approachable and available to colleagues.
  - Acts as a role model and welcomes ideas to enable our development as a high performing team.
  - Demonstrates a 'can do/will do' attitude and a willingness to roll up sleeves and get involved in anything that needs doing.
  - Understands the challenges and benefits of working in a small team and enjoys doing so.
  - Is enthusiastic about the role and energises those around them.
  - Really believes in the purpose of the Queen's Nursing Institute Scotland.
  - Takes time to celebrate after working hard to achieve goals.
  - Balances the urgent and important and enjoys working flexibly.
  - Thrives in a dynamic and rapidly changing environment, embracing change.
  - Brings a sense of joy, takes responsibility for gauging the mood in the office and attuning to interpersonal issues that may need addressing.
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