



**The SCRiPT study – Research in Practice Team Leads applications:**

**Person specification**

| <b>APTITUDE FOR RESEARCH</b>   | <b>Rated through</b>              |
|--|-----------------------------------|
| <b>Essential</b>   |                                   |
| Has shown an aptitude and an interest in applied research  | Interview, Application, Reference |
| Has shown a keen interest in improving the quality of care   | Interview, Application, Reference |
| Good IT skills e.g. Word, Excel, email and databases   | Interview, Application            |
| <b>Desirable</b>   |                                   |
| Demonstrates an understanding of the importance of evidence-based practice   | Interview                         |
| Demonstrates an understanding of basic research methodologies  | Interview, Reference              |
| <b>RELEVANT EXPERIENCE AND KNOWLEDGE</b>   |                                   |
| <b>Essential</b>   |                                   |
| Has an understanding of major challenges to service improvement in a local authority or social care organisation                                   | Interview, Reference              |
| Has an understanding of current issues and challenges within social care (and overlaps with health care)   | Interview, Reference              |
| Proven experience of working independently and as part of a team   | Interview, Application, Reference |
| <b>Desirable</b>   |                                   |
| Has demonstrated in their career, a potential for innovation or service change or the application of health and social care research into practice | Interview, Reference              |
| <b>SKILLS AND ABILITIES</b>  |                                   |
| <b>Essential</b>   |                                   |
| Has an ability to work with, and lead, others across professions   | Interview, Application, Reference |
| Effective communication and influencing skills   | Interview, Application, Reference |
| Is self-aware, self-motivated, and committed to personal and professional development and learning   | Interview, Application, Reference |
| Understands impact of behaviour on others and demonstrates a non-judgemental approach towards others.  | Interview, Reference              |
| Excellent interpersonal skills   | Interview, Reference              |
| Displays honest, integrity, awareness of confidentiality and ethical issues  | Interview, Reference              |
| <b>Desirable</b>   |                                   |
| Capacity for reflective and high-quality practice  | Interview, Reference              |
| Evidence of leadership potential   | Interview, Application, Reference |