



THE PERSON

Wellbeing & Occupational Health Manager

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Registered Nurse (active) on Part 1 of NMC Register.	E	
Registered Nurse (active) on Part 3 (Specialist Community Public Health Nurse) of NMC Register.	E	
Level 6 standard of education (e.g. undergraduate degree) or equivalent experience in OH.	D	
Masters level qualification in a related subject.	D	
Knowledge & Experience		
Significant experience leading an Occupational Health team at a senior level.	E	
Significant management of complex case loads of both mental and physical health issues.	E	
Evidence of successfully leading and developing clinical governance within an OH setting.	E	
Good, up to date knowledge and understanding of psychological and psychosocial interventions; advising on rehabilitation and disability management.	E	
Experience of delivering Occupational Health services to emergency services personnel.	D	
Experience of managing a service area or diverse group of staff.	E	
Experience of managing budgets, resources and funding.	E	
An understanding of the social, economic and political environment of the Fire and Rescue Service and working with Trade Unions or Staff Groups.	E	
Experience of dealing with financial accountability and procurement systems within a public sector environment.	D	
Skills & Abilities		

Person Specification

Able to plan, implement, manage and evaluate programmes of OH care on a strategic and operational basis.	E	
Ability to work as autonomous practitioner.	E	
Keeps up to date with relevant knowledge.	E	
Excellent verbal, written and presentation skills, including the ability to explain complex ideas and engage people.	E	
The ability to define and use analytics to support decision making.	E	
Strong interpersonal skills including motivational negotiating, influencing and relationship building.	E	
The ability to be creative and identify improvements and anticipate and respond to change.	E	
Able to use professional judgement and diplomacy to make decisions.	E	
Other		
The ability to travel around the county may be required.	E	Application Form
Willingness to work flexibly.	E	Application Form
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application Form
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application Form