

Our Assessment Process

If you are interested in applying for this role, please know your application will be sifted to determine suitability to progress through to interview and assessment.

The sift and subsequent interview and assessment stages will review the following criteria:

Essential Criteria	Assessed at Sift	Assessed at Interview / Assessment
Significant experience of working within and delivering large scale, complex projects or organisational change.	✓	
Proven technical and professionally backed competence in project management techniques and experience of planning and delivering significant change projects.	✓	
Exceptional communication and engagement skills – both written and verbal – including crafting compelling change narratives and cases.	✓	
Ability to establish and maintain strong relationships built on trust to constructively challenge and influence others and move toward a common vision or goal.		✓
Ability to effectively facilitate workshops and meetings with colleagues and senior managers to ensure successful delivery of outcomes.		✓
Demonstrate a personal commitment to delivering and selling change, including being prepared to challenge and be challenged. Work across service areas to build, inspire and motivate an effective project team.	✓	
Create an environment where people willingly work together to achieve team goals and use resources to best effect in delivering outcomes.		✓

See the big picture and make connections between different issues in light of business and political priorities, identifying and considering a range of options to resolve an issue.	✓	
Develop effective relationships with customers or service users to identify their needs, balance competing requirements and deliver workable solutions.		✓
Take individual responsibility for your own work plan, with the ability to work proactively, prioritise resources to deliver to time, agreed quality standards and in areas of greatest impact.	✓	
Ability to develop, manage and coach less experienced professionals. Promote innovative methods of engagement with the change programme.		✓