

Rye, Winchelsea and District Memorial Hospital Ltd Chief Executive Officer Person Specification



Rye, Winchelsea and District Memorial Hospital Ltd is seeking a leader with a passion for rural communities and business acumen to lead the organisation to the next stage of our development. This person specification is a picture of skills, knowledge and experience required to carry out the job. It has been used to draw up the advert and will also be used in the short-listing for this post.

Qualifications and Knowledge	Essential	Desirable
Evidence of practical experience and leadership skills	✓	
A good understanding of the voluntary, community and health care sector	✓	
Ability to demonstrate continuous self-development	✓	
Knowledge & understanding of market development, grant funding and planning	✓	
Knowledge of the challenges and dynamics of rural healthcare delivery and community engagement		✓
Skills and experience - Leadership and Management		
Proven track record of successful leadership and executive management	✓	
Experience in overseeing the operations of a healthcare organisation or community healthcare facilities		✓
Track record of successful business & organisational development		✓
Proven track record of building, leading and managing teams through an inclusive and empowering leadership style	✓	
Outcome-orientated with drive and enthusiasm to achieve targets	✓	
Experience of being accountable to a Trustees Board		✓
Skills and experience - Financial Management		
Sound financial acumen, including budgeting, financial forecasting, and resource management	✓	
Experience of developing & overseeing budgets	✓	
Experience which demonstrates the ability to develop new projects and identify funding opportunities		✓
Proven track record of income generation and/or business development	✓	
Skills and experience - Personnel and Resources		
Track record of successful staff and volunteer management, ability to motivate and develop a team	✓	
Working knowledge of HR practices	✓	

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Skills and experience - Networking and Communications	Essential	Desirable
Proven ability to build effective working relationships, within the organisation and with a range of other bodies and organisations across sectors	✓	
Excellent communication and interpersonal skills, enabling effective stakeholder engagement, relationship-building, and advocacy	✓	
Competent negotiation skills, with evidence of successful multi-partner negotiations and successful grant applications	✓	
Experience of working with or knowledge of statutory agencies		✓
Skills and experience - Personal Attributes		
Integrity and ethical conduct, ensuring transparency, accountability, and adherence to professional standards.	✓	
Passion for rural healthcare and a commitment to improving healthcare access and outreach activities	✓	
Commitment to, and understanding of equal opportunities in line with relevant legislation	✓	
Ability to work flexibly to meet the requirements of occasional evening meetings and other activities outside office hours	✓	
Flexibility and adaptability to effectively lead in a dynamic and evolving healthcare environment	✓	
Creative and innovative thinking skills	✓	

Note: The person specification outlines the desirable qualifications, experience, skills, and personal attributes for the Chief Executive Officer (CEO) role of a Rural Hospital and Community Hub. It is intended to guide the selection process and identify candidates who are best suited to meet the needs and objectives of the organization.