

Matched Job Report

Job Title Deputy Director - Quality Management
Job ID RNZ/R177 (HSS19)
Score 594
Band Band 8b
Status Band Matched
Matched To Healthcare Scientist Principal/ Consultant (Career Pathway Stage 8)
Job Statement To manage, lead and develop high quality and cost effective devices and systems to meet the need of patient and staff within the Trust
 To advice and ensure Trust compliance with regulations, guidance and authorisations to do with ionising radiation and medical device manufacture
 To deputise for the Director ensuring that the interests of the Department and Trust are represented and promoted at local, national and international level

Relevant Job Information	National Profile	Profile	Factor Status	Score
1. Communication & Relationship Skills				
Highly complex - barriers to understanding, ie elderly and children.. Presentations at local, national and international scientific meetings. Publication in scientific journals	5(a)(b)	5	Matched	45
2. Knowledge, Training & Experience				
Honours degree in Physics, MSc, State Registered Clinical Scientist, 10 years experience Review panel: PhD or MSc plus equivalent specialist training. level 8	8a	8	Matched	240
3. Analytical & Judgemental Skills				
Interpret and analyse complex information to assess patients, judgements are rarely straightforward, have to balance expectations and availability. Analyses service as Quality Manager, financial and other constraints. Staffing issues as Deputy Director. Software design.	4-5	5	Matched	60
4. Planning & Organisational Skills				
Participate in the business planning and future strategic development process. Takes lead management responsibility for area. Review panel: agrees	3	4	Variation	42
5. Physical Skills				
Assembles intricate electronic circuits. Basic keyboard and driving skills.	3(a)(b)-4	3	Matched	27
6. Patient / Client Care				
Regularly performs patient assessment based on clinical measurements and prescribes equipment. Responsible for quality management relating to medical devices produced by the department. Review panel: Gives specialised advice to clinicians in specialist area of radiation protection and Laser safety agrees	6(b)(c)	6	Matched	39
7. Policy & Service				
Follows Trust policies and develops, implements and assess policies and procedures for our department. These are sometimes used as a model for other depts. Review panel: policy development is in own area = level 2	3	2	Variation	12
8. Financial & Physical				
Delegated budget holder from Department Director. Uses expensive x-ray equipment. Responsible for IT budget of £2500 per item within department Review panel: agrees as above but delegated budget and £2500 spend per item = level 3	2bcd-3abd	3	Matched	21
9. Human Resources				
Responsible for training staff throughout trust eg in radiation and laser safety. Deputises for Director in staff management issues Review panel: agrees	3(a)(c)	3	Matched	21
10. Information Resources				

Designs, develops and manages the departmental computing infrastructure, (independent network) liaises with IT department and develops bespoke PC and microcontroller software. (50% of job) As per Prof I Swain. Review panel: agrees	1-2(a)	3	Variation	16
11. Research & Development				
Regularly participates in and conducts R&D (10%) Review panel: undertakes quality audits agrees	2abc-3-4	2	Matched	12
12. Freedom To Act				
Broad discretion for planning and carrying out job – law requirements and quality control Review panel: Post holder is lead specialist in Radiation Health and Safety. develops systems to ensure staff compliance with standards, guidelines, policies, statutory requirements and legislation in relation to quality management and health and safety. responsibility for areas of department as agreed with the department Director	4-5	4	Matched	32
13. Physical Effort				
Rarely lifts weights over 15kg but could handle objects of this weight at least 3 times a month for short periods. Review panel agrees	2abd	2	Matched	7
14. Mental Effort				
Regular need to concentrate for periods over 1 hour. Occasional need to concentrate for longer periods. Most days are unpredictable in that planned work will be interrupted	2a-3a-4ab	3	Matched	12
15. Emotional Effort				
Often have to communicate unwelcome news, never about terminal conditions. Review panel: post holder doesn't have a clinical workload - clarified by S Garner = level 1	1-2(a)	1	Matched	5
16. Working Conditions				
Could be called out to chemical spillages for advice. Rare exposure to chemicals (once a month). These chemicals have safety regulations for their handling involving protective clothing. As per Prof I Swain. Review panel: Exposure to chemicals less than once a month = rare and therefore level 1	2(a)-3(a)	1	Variation	3