



TRUSTEE PERSON SPECIFICATION

This is the criteria we think an ideal Trustee for Trinity should have. We have broken it down to Essential (E) and Desirable (D). We will try and assess those wanting to be Trustees against the Essential criteria only either by looking at a CV and supporting letter or asking questions at an informal interview.

CRITERIA	E	D	METHOD OF ASSESSMENT
<i>Qualifications</i>			
No formal requirements - A good standard of education	✓		CV/Letter
<i>Experience</i>			
Promoting Equality & Diversity	✓		Interview
Successful Management Experience		✓	
Championing Change	✓		Interview
Successful Board or committee work		✓	
Effective Communications	✓		CV/Letter
Well informed about local and regional developments in the Health Sector		✓	
<i>Personal attributes</i>			
Experience and effective team player able to work well with Board of Trustee colleagues, Hospice staff and other stakeholders	✓		CV/Letter
Committed to the enhancement of End of Life Care and to Trinity and its future developments	✓		Interview
Caring approach to patients, carers and their families. Focus on people and a patient led perspective	✓		Interview
Committed to participation in regular board & committee meetings	✓		Interview
Well developed analytic skills and a positive, forward thinking, approach	✓		Interview
<i>Knowledge, Skills and Abilities</i>			
Able to motivate & lead others and apply techniques of performance management		✓	
Business and financial acumen	✓		CV/Letter
Clear and logical thinker with a creative approach to problem solving	✓		CV/Letter
Good level of I.T skills working familiarity with email, word and internet		✓	
Good listening skills and a willingness to work with the ideas of others	✓		Interview
Insight and skills into the medical and caring professions or skills in Palliative Care		✓	
Knowledge of Governance in commercial or non-profit seeking organisations		✓	
Numerate - sound ability to understand reports and interpret financial data	✓		Interview
Sound insight from living and /or working in the Fylde Coast area		✓	
Strategic awareness and able to appreciate impact of decisions	✓		Interview