CHI Competencies	**Specialist Knowledge and Expertise** • Demonstrates significant experience in clinical practice at both national and international levels • Understands the Irish health sector, national health programmes, paediatric model of care and health reform agenda's • Experience in reconfiguring acute services across organisations and regions • Places strong emphasis on achieving high standards of clinical excellence • Is personally committed and motivated, demonstrates a strong willingness and ability to operate in the flexible manner that is essential for the effective delivery of the role **Research & Teaching** • Research champion, personally motivated and aligns research with career pathway • Extensive Teaching experience and educational commitment • Has experience publishing own works within healthcare organisations • Sets high standards for research within their team, that puts their work and the work of the organisation into meaningful context • Demonstrates a comprehensive knowledge in the field of medical research **Leadership & Direction** • Develops networks and communications systems to ensure that they are fully informed in a dynamic and challenging environment • Is an effective leader and a positive driver for change; transforms the vision into a framework and structures for moving forward • Understands the challenges of leading complex systems changes' • Balances change with continuity – continually strives to improve service delivery, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under increasingly complex and demanding conditions **Working with & Through Others** | Influencing to Achieve • Has significant experience in engaging with healthcare organisations • Demonstrates the ability to work independently as well as work with a wider multidisciplinary / multi-agency team in a complex and changing environment • Is persuasive and effectively sells the vision; commands attention and inspires confidence • Sets high standards for the team and puts their work and the work of the organisation into meaningful context • Has excellent influencing and negotiation skills

	Critical Analysis & Decision Making • Has the ability to rapidly assimilate and analyse complex information; considers the impact of decisions before taking action; anticipates problems • Recognises when to involve other parties at the appropriate time and level. • Is willing to take calculated risks • Makes timely decisions and stands by those decisions as required **Healthcare Professionalism** | Communication & Building relationships • Possesses the ability to explain, advocate and express facts and ideas in a convincing manner, and actively liaise with individuals and groups internally and externally • Is committed to building a professional network to remain up to date with and influence internal and external politics • Is committed to working co-operatively with and influencing peers and senior management colleagues to drive forward the reform agenda • Has a strong results' focus and ability to achieve results through collaborative working