

Person Specification – Head of Wellbeing and Health

	Essential unless otherwise stated	Evidenced at Application	Evidenced at Interview
Qualifications	Degree or equivalent experience in health, social care or related area	x	
	Safeguarding level 2 (adults and children) (desirable)	x	
Knowledge and experience	Experience of managing teams including recruitment, supervision, performance management and development. At least 3 years' experience of managing people	x	
	Experience of managing projects, budgets, reporting and delivering contract outcomes	x	
	Understanding of the voluntary sector and/or statutory health sector in relation to health inequalities and social determinants of health	x	x
	Leading the development of a new service or project from inception to delivery		x
	Safeguarding adults and children, and monitoring compliance in an organisation	x	
	Understanding of governance, compliance and good practice in areas such as GDPR, employment and health and safety (including lone working)	x	
	Understanding strengths-based approaches in communities and for individuals		x
	Experience of running social prescribing, discharge to assess, or similar health prevention and promotion programmes in VCSE organisations (desirable)	x	
Skills	Programme and project management skills including managing competing priorities	x	
	Experience in income generation including identifying new business opportunities and diversifying funds	x	
	Proven track record in strategic leadership within wellbeing and health in VCSE or similar, with the ability to translate vision into practical action	x	
	Excellent communication and relationship building and management skills with diverse stakeholders.		x

	Experience of monitoring and evaluation of projects and programmes to demonstrate quality and impact	x	
	Ability to analyse and interpret data (both our own and local and national wellbeing and health information)		x
	Strong leadership skills to develop high-performing teams		x
	Financial acumen for setting budgets and managing income/expenditure	x	
	Strong IT skills include MS office, database, management information software		x
Personal skills and values	Highly organised, adaptable and able to work independently		x
	Commitment to equality, diversity and inclusion	x	x
	Passionate about empowering individuals and creating thriving, healthy, fair, sustainable communities	x	x
Working conditions	Occasional evening and weekend working		x
	A driving licence or access to transport and willingness to travel across South Gloucestershire and occasionally work from home		x

Last updated: February 2026

Date of next review: February 2027