

## Person Specification

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

### Values and Behaviours

E	Able to demonstrate the ability to put patients at the heart of what you do and recognising different needs by encouraging a spirit of support, integrity, respect and teamwork.
E	Shows pride in the quality of care they provide for patients and learning from successes and setbacks.
E	Able to deliver a high standard of care for patients and always striving to improve on what you do through change and innovation.

### Clinical Practice

E	Articulate and knowledgeable of skills needed to deliver a high standard of care in the area of practice.
E	Able to work under own initiative within boundaries of role
E	Demonstrates awareness of importance of working as part of a team.
E	Able to document observations, results, decisions and actions etc. effectively in patient's notes and communicate these effectively to appropriate members of the multi-disciplinary team.
E	Able to communicate effectively with patients/relatives and carers and all members of the multi-disciplinary team.
E	Able to proactively contribute to the education of learners and non-registered and less experienced staff.

### Education, training and qualifications

E	Registered Nurse (Part 1. 8. 12 or 15 of register depending on area of practice).
E	UK recognised Degree in Nursing relevant to post.
E	Evidence of ongoing professional development through maintenance of an ongoing NMC revalidation.
D	Hold a recognised NMC qualification in teaching and mentoring.
D	Post-graduate qualification related to an area of practice.
D	Evidence of achievement on a Nursing and Midwifery, (NMC) approved Mentorship qualification.

### Leadership and Management

E	Excellent communication skills.
E	Able to prioritise own workload and that of others as appropriate.
E	Demonstrates ability to maintain and contribute to the development of standards of practice, conduct or decision making in conjunction with team leaders/ward manager/unit co-ordinator.
E	Acts as a role model and are able to lead by example to ensure the Trust's values and behaviours are reinforced throughout their area of practice.
E	Able to supervise non-registered and less experienced staff to ensure effective care delivery.
E	Able to effectively and appropriately escalate concerns to reduce risk and promote patient safety.

E	Demonstrates ability to manage, direct and evaluate the nursing care for a defined caseload of patients.
D	Competent to administer intravenous medicines
D	Competent in central venous access management

D	Previous experience of managing clinical incidents and complaints.
D	Previous experience in the relevant specialty
D	Previous management experience of specific clinical area

### Improving Quality and Developing Practice

E	<b>Understanding of professional and current issues related to area of practice.</b>
E	Demonstrates ability to keep up to date with professional issues that influence nursing practice relating to the area of clinical practice, management education and research.
E	Able to identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments
D	Able to contribute to the development, implementation, monitoring and evaluation of policies/protocols/guidelines relevant to area of practice.
D	Demonstrates ability to question and challenge nursing practice in a constructive way so that standards of patient care are continually evaluated and improved.

### Personal Qualities and Physical Attributes

E	<b>Motivated and able to articulate reasons for desire to work in the specific practice area</b>
E	Being self-aware and able to accept constructive criticism
E	Positive enthusiastic character
E	Resilient under pressure
E	Smart professional appearance
E	Pleasant personality
E	Good self-presentation
E	Able to undertake specific procedures involving physical skills commensurate with practice area.