

PERSON SPECIFICATION

Post: Community Adult Haemoglobinopathies Matron Specialist – Band 8A

Department: Clinical Haematology North Middlesex University Hospital

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	<ul style="list-style-type: none"> • First level Registered Adult Nurse (with the NMC) • Master's level education or equivalent experience • Specialist qualification or course in haemoglobinopathies • Leadership or mentorship course • Understanding of integrated care 	<ul style="list-style-type: none"> • Qualified non-medical prescriber 	application form assessment /Interview
Skills and abilities	<ul style="list-style-type: none"> • Able to manage competing demands and priorities in a changing, complex environment and is personally resilient. • Able to critically analyse services and systems. Competent IT skills including Microsoft Office apps (Word, Outlook, Excel, PowerPoint) 		application form assessment /Interview
Experience	<ul style="list-style-type: none"> • Experience at band 7 or above in a related speciality • Experience of acute sickle cell crisis management • Experience in pain management • Evidence of management of change, clinical leadership, and development of services • Experience of working in the community • Experience participating in audits and clinical research. Experience of multiagency working 	<ul style="list-style-type: none"> • Experience managing patients with red cell disorders in the community 	application form assessment /Interview
Personal qualities	<ul style="list-style-type: none"> • Approachable and open 		application form assessment /Interview

	<ul style="list-style-type: none"> • Management skills including experience of team leadership and team building initiatives. • Able to manage staff recruitment, appraisal, and performance management. 		
Communication	<ul style="list-style-type: none"> • Excellent interdisciplinary communication skills and ability to facilitate collaborative multidisciplinary working relationships. • Strong written and verbal communication skills, with ability to adapt to effectively manage complex and sensitive situations 		application form assessment /Interview
Values	Demonstrable ability to meet Trust values		application form assessment /Interview
Other requirements	<ul style="list-style-type: none"> • Ability to travel independently to all sites across NCL. • A flexible approach to service delivery with ability to work evenings and weekends on occasions where required 		application form assessment /Interview