

Person Specification	
Job Title	Deputy Sister / Deputy Charge Nurse
Grade	Band 6
Reports To	Unit Sister

Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
RSCN/RN Child with NMC Registration	E		X			
Minimum of 5 years' experience within speciality / acute care area	E		X			
Post registration qualification or course evidence in High Dependency Care level 1 and or 2 relevant to clinical speciality.	E		X	X		
Mentorship module or equivalent	E		X			
Evidence of continuing professional development	E					
Leadership Course	D		X			
Educated to degree level or equivalent	D		X			
Management qualification	D		X			
PILS / ALS trained	D		X			
Post registration qualification relevant to clinical speciality	D		X			
Completed or undertaking a first level degree in Nursing/ Health Studies	D		X			
Experience						
Expert clinical role model who is committed to improvement of standards and patient care.	E		X	X		
Uses evidence base practice to support patient care delivery	E		X			X
Experience of managing teams.	E		X			X
Evidence of being a Reflective Practitioner	E		X			X
Understanding of Healthcare Governance and its application	E		X			X
Demonstration of autonomous practice	E		X			X
Ability to organise and prioritise workload	E		X			X
Experience of caring for children and young people within a Paediatric High Dependency or PICU environment	E		X			X
Previous management experience			X			X
Key Skills/Abilities						
Experience in Children's nursing sufficient to demonstrate strong clinical skills and effective leadership qualities	E			X		X
Ability to manage and lead a small team of staff	E			X		X
Excellent communication skills both written and verbal	E			X		X
Excellent interpersonal/ liaison skills	E			X		X
Highly motivated	E			X		X
Ability to be adaptive and work under own initiative	E			X		X



Ability to negotiate effectively	E			X		X
Innovative approach to professional issues	E			X		X
Ability to resolve conflict and motivate a team	E			X		
Positive and enthusiastic attitude	E			X		
Flexibility in approach	E			X		
Able to be self-disciplined in a demanding environment	E			X		
Body language and demeanour demonstrate high standards of professionalism	E			X		
Evidence of networking across professional boundaries		D		X		
<b>Other</b>						
Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs	E			X		
Able to demonstrate behaviours consistent with the Trusts Values and Behaviours	E			X		
Professional appearance & behaviour	E			X		
Good previous attendance record	E					X
Satisfactory enhanced DBS check against vulnerable groups barred lists	E			DBS		

