

Person Specification	
Job Title	Retention Midwife
Grade	7
Division	Maternity
Reports To	Lead Midwife for Education

Criteria	Essential or Desirable Criteria	Assessment Method			
		A	I	T	R
Education/Knowledge and Qualifications					
Registered Midwife	E	●			
SSSA trained/ MSSP/ or equivalent meeting NMC practice assessor standards	E	●			
Human Factors Training	E	●			
Master's degree (or on current pathway) /equivalent postgraduate experience	E	●			
Postgraduate education/ teaching qualification	D	●			
Knowledge of current local/regional/national aspects and initiatives for the preceptorship agenda	E	●	●		
PSIRF Training	D	●			
Human Factors Training	D	●			
Cultural Competency/ Awareness Training	D	●			
Experience					
Current evidence of significant clinical midwifery experience in all areas	E	●	●		
Ability to teach evidence-based practice	E	●	●		
Proven abilities in cross professional working and liaison	D	●			
Evidence of clinical leadership skills implementing clinical/quality improvements in practice	E	●	●		
Demonstrate evidence of supporting students and close working with newly qualified registrants and learners	E	●	●		
Experience of providing staff and students with feedback on their individual performance	E	●	●		
Demonstrate evidence of clinical teaching in the classroom and/or practice setting	D	●			
Experience of teaching in formal and/or clinical settings	D	●			
Skills and Abilities					
Ability to work autonomously with relevant students and staff to ensure optimum training opportunities are developed	E	●	●		
An ability to supervise and support newly registered midwives	E	●	●		

Demonstrate effective time management skills	E		●			
Analytical and evaluation skills	E			●		
Computer literate	E		●			
Excellent verbal & written skills	E		●	●		
Excellent clinical skills and ability to demonstrate these skills to support learning of others	E		●	●		
Facilitation and mentoring skills	E		●	●		
Personal and people development						
Committed to working within the organisation and achieving departmental goals	E			●		
Ability to constructively challenge others and formulate resolutions in conflict situations	E		●	●		
Ability to convey sensitive information in an empathetic manner to students / learners, patients, relatives / carers and staff	E			●		
Adaptable and flexible	E		●			
Act as a role model for staff	E		●	●		
Ability to cope with resistance	E		●	●		
Self-Motivated	E		●			
Acts with integrity	E		●	●		
Excellent record keeping skills	E		●			
Collaborative approach to team working	E		●	●		
Interest and appetite to support professional development of others	E		●	●		
Specific Requirements						
Able to perform the duties of the post with reasonable aids and adaptations	E		●			
Able to join and fulfil the requirements of the Maternity Manager on Call Rota	E		●			
Able to work flexibly, including working pattern and hours as the priorities require.	E		●			
Values and Behaviours						
Treat everyone with respect, courtesy & kindness	E		●	●		
Listen, inform and explain	E		●	●		
Involve you as part of the team and work together	E		●	●		
Provide timely care and attention	E		●	●		
Provide and maintain a clean comfortable working environment	E		●	●		
Always remain professional	E		●	●		

Assessment Criteria: A = Application, I = Interview, T = Test, R = References