

Person Specification

Job Title: Registered Nurse

Grade: Band 5

Criteria	Essential or Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
Registered Nurse	E		✓	✓	
Mentorship qualification		D	✓	✓	
Experience					
Previous experience in an elective/day surgery unit	E		✓	✓	
Understanding of • Accountability and responsibility • Evidence based practice • Reflective practice	E			✓	
Competence in clinical skills relevant to a staff nurse post including the clinical decision making process	E			✓	
Evidence of working at a senior band 5 level.	E		✓	✓	
Ability to function as part of a multidisciplinary team	E			✓	
Mentorship experience		D	✓	✓	
ALERT		D	✓	✓	
ILS		D	✓	✓	
Skills/Ability and Knowledge					
Ability to communicate effectively both verbally and written with people at all levels	E		✓	✓	
Ability to recognise incorrect or ineffective practice	E			✓	
Awareness of issues relating to healthcare provision	E			✓	
Awareness of current professional issues both national and local	E			✓	
Knowledge of holistic care	E			✓	
Awareness of HR policies		D		✓	
Ability to assess the competence of others		D		✓	
Confidence to address poor or ineffective practice		D		✓	
Qualities/Attributes/Other					
Organised and able to work under pressure	E			✓	
Able to meet deadlines	E			✓	
Willingness to embrace change to meet the short and long term needs of Daisy ward and the Procedure Unit	E			✓	
Team player	E			✓	
Able to inspire and motivate others		D		✓	
A flexible approach to work	E			✓	
A desire to learn and develop new skills	E			✓	
IT literate		D	✓	✓	

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