

## Person Specification

**Job Title: Head of Midwifery AFC Band 8c**

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<p>Registered Midwife Current NMC registration</p> <p>Relevant Master's Degree</p> <p>Leadership Qualification</p> <p>Evidence of Continuing Professional Development</p>	<p>Registered Nurse</p> <p>Professional Midwifery Advocate (PMA)</p>
<b>TRAINING AND EXPERIENCE</b>	<p>Broad range of clinical midwifery experience acquired through significant relevant practice at a senior leadership level.</p> <p>Evidence of Local Maternity &amp; Neonatal System (LMNS) collaborative working</p> <p>Proven record of leading and effectively managing change across organisations</p> <p>Evidence of leadership development</p>	<p>Project management experience</p> <p>Published in professional journals</p> <p>Presentations at local regional and national events</p> <p>Evidence of contribution to original research</p> <p>Contribution to scholarly activities and publications</p>
<b>SKILLS AND ABILITIES</b>	<p>Expert knowledge of Midwifery and Safeguarding.</p> <p>Sound knowledge of NHS agenda and National Policy, and an understanding how this translates to Maternity and Neonatal Services.</p> <p>Highly developed motivational skills and strong commitment to staff involvement and empowerment</p> <p>Ability to develop and maintain positive and effective working relationships internally and externally</p> <p>Highly developed interpersonal skills and</p>	<p>IT skills</p>

	<p>exemplary personal standards of conduct and behaviour.</p> <p>Ability to inspire others and lead by example.</p> <p>Able to engage and collaborate demonstrating enhanced influencing skills and the ability to manage conflict</p> <p>Highly developed problem - solving, critical appraisal and decision-making abilities</p>	
<b>ATTRIBUTES</b>	<p>Motivated to personal and professional development of self and other junior colleagues.</p> <p>Treats colleagues and the general public with dignity and respect.</p> <p>Capacity to work with colleagues at all levels</p> <p>Exemplary personal standards of conduct and behaviour.</p>	
<b>OTHERS</b>	<p>Competent in the use of IT and computer skills and report writing</p> <p>Participate in Maternity on call rota</p> <p>Ability to travel to attend meetings as required</p>	<p>Published in professional journals</p> <p>Presentations at local regional and national events</p> <p>Evidence of contribution to original research</p> <p>Contribution to scholarly activities and publications</p> <p>Evidence of practical application of evidenced based practice and dissemination of authoritative clinical research in the specialty- moved from essential</p>