

**Job Title: Senior Clinical Staff Nurse (Chronic Kidney Disease – Leads in UHNS Vascular Access)**

**Person Specification**

Requirements	Essential	Method of Testing	Desirable	Method of Testing
		Application form Certificates Test Presentation Interview Assessment Centre		Application form Certificates Test Presentation Interview Assessment Centre
<b>Education and qualifications</b>	Registered Nurse on NMC Register Diploma in Nursing Evidence of degree level study in health/nursing related studies	Certificates / portfolio of evidence	Ongoing personal / professional development	
<b>Experience</b> <b>How long is the induction required for the job?</b> <b>What practical or further theoretical training is required?</b> <b>(Note: try not to use *** years'</b>	Minimum of 3 years post registration experience to include 1 years of management/leadership experience  18 mth experience in Renal Nursing  Good communication skills.	Application Form/Interview  Interview	Formal teaching to groups of staff	Application form

<b>experience unless necessary)</b>				
<b>Skills, Ability &amp; Knowledge</b>	ENB 998 or equivalent or experience of teaching the clinical areas  Evidence of on-going professional education in a specialist area	Interview		
<b>Personal Qualities</b>	Able to use own initiative.  Ability to work as part of a team.  Effective communication skills  Reliability  Effective interpersonal skills Clinical reasoning Problem solving and independent decision making Proven leadership skills.	Interview     References  Interviews / portfolio of evidence		