

# Person Specification

<b>Job Title:</b>	Neonatal Home Care Deputy Sister	<b>Division/Department:</b>	Neonatal/Family Health	<b>Band:</b>	6
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
<b>Training &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>-RNC or RNA Current registration with NMC</li> <li>-Mentorship qualification and/or Mentorship and Teaching and assessing qualification</li> <li>-Competent in medicines management</li> </ul>	<ul style="list-style-type: none"> <li>-Post-registration qualification in speciality (QIS) or additional qualification relevant to role</li> <li>-NLS provider</li> </ul>	<b>A,I Professional Profile</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>-Experience of caring for neonates in a hospital or community environment</li> <li>-Ability to plan and deliver safe discharge for neonatal babies</li> <li>-Knowledge and understanding of transitional care</li> <li>-Portfolio demonstrating continuous professional development</li> <li>-Evidence of performance reviews Evidence of change management</li> </ul>	<ul style="list-style-type: none"> <li>-Current or previous neonatal intensive care experience</li> </ul>	<b>A,I</b>

<b>Communication and Relationship skills</b>	<ul style="list-style-type: none"> <li>-Able to deliver complex, sensitive information effectively.</li> <li>-Effective communicator with patients, carers, all members of the multidisciplinary team.</li> <li>-Able to form effective working relationships within professional boundaries with parents/carers and members of the multidisciplinary team.</li> <li>-Can produce timely, accurate written/electronic records / documents</li> <li>-Familiarity with using information technology, particularly electronic communication systems.</li> <li>-Evidence of presentation skills, use of PowerPoint or similar software.</li> </ul>		<b>A,I</b>
<b>Analytical and Judgement skills</b>	<ul style="list-style-type: none"> <li>-Able to lead a team, prioritise and respond to planned and unplanned situations</li> <li>-Ability to assess staff competence and confidence in clinical practice</li> <li>-Make judgements and decisions regarding care planning and delivery</li> <li>-Experience in the use of audit / research tools and methodologies and/or service improvement.</li> </ul>		<b>A,I</b>
<b>Planning and organisation skills</b>	<ul style="list-style-type: none"> <li>-Can demonstrate ability to prioritise and manage own time and workload and that of the team.</li> <li>-Able to plan, coordinate and deliver clinical education programmes in the ward / department setting.</li> <li>-Able to action and appropriately disseminate Trust and NHS policies in the absence of the homecare sister.</li> </ul>		<b>A,I</b>

<b>Physical skills</b>	<ul style="list-style-type: none"> <li>-Able to walk or stand for extended periods of time e.g. throughout a shift.</li> <li>-Ability to frequently manoeuvre patients and medical equipment in confined / awkward spaces.</li> <li>-Able to move / lift relevant teaching aids and materials as necessary for the delivery of educational programmes.</li> <li>-Able to drive for significant periods of time.</li> </ul>		<b>A,I</b>
<b>Other requirements specific to the role</b> (e.g. be able to work shifts/on call)	<ul style="list-style-type: none"> <li>-Demonstrate flexibility in working patterns and practices including weekend working.</li> <li>-Ability to recognise and acknowledge stress in self and others and initiate appropriate support mechanisms.</li> <li>-Full clean driving license. Computer literate</li> </ul>		<b>A,I</b>