

Person Specification							
Job Title	Deputy Sister / Deputy Charge Nurse						
Grade	AfC Band 6						
Reports To	Unit Manager						
Criteria	Essential or Desirable Criteria	Assessment Method					
		A	I	T	R		
Education and Qualifications							
1 st Level NMC Registration	X		X				
Mentorship module/Preceptor training	X		X				
Expert clinical role model, committed to improve standards and patient care	X		X	X			
Evidence of leadership qualities	X		X	X			
ILS trained	X		X				
Educated to degree level or equivalent		X	X				
Post registration qualification relevant to clinical speciality		X	X	X			
Management qualification		X	X				
Leadership course		X	X				
Experience							
Uses evidence-based practice to support patient care delivery	X		X				
Evidence of being a reflective practitioner	X		X	X			
Understanding of Healthcare Governance and its application	X		X				
Demonstration of autonomous practice	X		X				
Ability to organise and prioritise workload	X		X	X			
Demonstrates record of achievement in changing and developing practice	X		X	X			
Working knowledge of Trust and National Nursing initiatives	X		X				
Management experience		X	X				
Key Skills/Abilities							
Excellent communication skills both written and verbal	X		X	X			
Excellent interpersonal / liaison skills	X		X	X			
Evidence of continuing professional development	X		X				
Highly motivated	X		X	X			
Ability to be adaptive and work under own initiative	X		X	X			
Ability to negotiate effectively	X		X	X			
Evidence of networking across professional boundaries		X	X				
Other							
Flexibility in approach	X		X				
Able to be self-disciplined in a demanding environment	X		X	X			
Body language and demeanour demonstrate high standards of professionalism	X		X	X			

