

# Person Specification

<b>Job Title:</b>	Lead Nurse-Capacity & Flow (Medicine Division)
<b>Grade:</b>	8A
<b>Reports To:</b>	Divisional Nursing Director – Medicine

Criteria	Essential or  Desirable Criteria	Assessment Method				
		A	I	T		
<b>Education and Qualifications</b>						
<input type="checkbox"/> Minimum 5 years post qualification	E		X	X		X
<input type="checkbox"/> Evidence of Continual Professional Development (CPD)	E		X	X		
<input type="checkbox"/> Specialist experience &/or post graduate qualification	E		X			X
<input type="checkbox"/> Management experience and qualification	E		X			
<input type="checkbox"/> Qualified/working towards Masters level or equivalent experience	E		X			
<b>Experience</b>						
<input type="checkbox"/> Proven track record in leadership and management	E		X	X		X
<input type="checkbox"/> Experience of operating and communicating effectively with clinicians and Directors		D	X	X		
<input type="checkbox"/> Experience of working across the surgical emergency pathways	E		X	X		
<b>Knowledge</b>						
<input type="checkbox"/> Good working knowledge of contemporary health care issues and professional standards	E		X	X		
<input type="checkbox"/> Understanding of the complex dynamics of a multi-professional environment	E			X		
<b>Key Skills</b>						
<input type="checkbox"/> Able to assimilate, analyse and present complex problems and data, identify necessary actions, make recommendations and ensure actions are taken	E			X		
<input type="checkbox"/> Able to manage difficult/stressful situations and conversations	E			X		
<input type="checkbox"/> Clinically credible with the ability to communicate at all levels	E			X		
<b>Physical &amp; Mental Skills</b>						
<input type="checkbox"/> Individual credibility	E			X		
<input type="checkbox"/> Influencing skills	E			X		
<input type="checkbox"/> Team player	E			X		
<input type="checkbox"/> Stamina and Drive	E			X		
<input type="checkbox"/> Ability to contribute effectively as a member of a multi-disciplinary team	E			X		
<input type="checkbox"/> Highly motivated and resourceful with a proactive approach to innovation	E			X		

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