

Person Specification

Job Title:	Infant Feeding Deputy Ward Sister	Division/Department:	Neonatal	Band:	6
-------------------	-----------------------------------	-----------------------------	----------	--------------	---

Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
Training & Qualifications	1st level registered nurse Current registration with UK Nursing and Midwifery Council Mentor/assessor qualification Post registration neonatal qualification Completion of all competency packages or equivalent packages / resources NLS provider Competent in medicines management		A,I Professional Profile
Experience	Previous current critical care experience caring for Level 1/ Level 2 patients Portfolio demonstrating continuous professional development Demonstrated experience teaching one to one and small groups Evidence of performance reviews Evidence of change management		A,I

Communication and Relationship skills	<p>Able to deliver complex, sensitive information effectively</p> <p>Effective communicator with patients, carers, all members of the multidisciplinary team</p> <p>Can produce timely, accurate written/ electronic records/documents</p> <p>Evidence of presentation skills, use of PowerPoint or similar software</p> <p>Can minimise interpersonal conflict and barriers to communication</p>		A,I
Analytical and Judgement skills	<p>Able to lead a team, prioritise and respond to planned and unplanned situations</p> <p>Ability to assess staff competence and confidence in clinical practice</p> <p>Make judgements and decisions regarding care planning and delivery</p>		A,I

Planning and organisation skills	Can prioritise and manage own time and workload and that of the team Able to action and appropriately disseminate Trust and NHS policies in the absence of the ward sister		A,I
Physical skills	Able to walk or stand for extended periods of time e.g. throughout a shift Ability to frequently manoeuvre patients and medical equipment in confined/awkward spaces		A,I
Other requirements specific to the role (e.g. be able to work shifts/on call)	Demonstrate flexibility in working patterns and practices Ability to recognise and acknowledge stress in self and others and initiate appropriate support mechanisms		A,I