



**PERSON SPECIFICATION**

**Post Title** Deputy Head of Midwifery  
**Band:** 8b  
**Department, Location:** Women’s CSU

***An Equal Opportunity Employer***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*

**E or D indicates whether a selection criterion is ‘Essential’ to the job role or ‘Desirable’.**

As a minimum a candidate must meet the essential criteria for the post to be recruited.

<b>Experience</b>	<b>How Identified</b>	<b>E/D</b>
Significant current Operational management / leadership experience at 8a /Matron level in an acute NHS organisation.	Application/Interview	E
Significant post registration experience	Application/Interview	E
Experience in leading and managing staff	Application/Interview	E
Experience of mentorship and staff development	Application/Interview	E
Significant knowledge and understanding of the National Maternity Transformation agenda and key national maternity reports	Application/Interview	E
Able to demonstrate an understanding of Health Policy and its impact on the Professional Nursing and Midwifery Agenda at BTHFT	Application/Interview	E
Experience of delivering service improvements with demonstrable positive impact on patient safety, patient experience and quality of care	Application/Interview	E
Evidence of a track record of developing nursing and midwifery, or research experience and audit application	Application/Interview	E
Leading and developing a team	Application/Interview	E
Experience of: - budget management including human resource management - quality assurance and quality improvement - complaints handling - policy implementation - participation in Trust-wide initiatives/ committee membership - Proven experience in managing and implementing change	Application/Interview	E

<b>Skills</b>	<b>How Identified</b>	<b>E/D</b>
<i>Includes; Analytical &amp; judgemental Skills, Communication &amp; Relationship Skills, Physical Skills,</i>		
• Knowledge of quality, standard setting, audit, research and development processes and practice.	Application/Interview	E
• Ability to lead a large team		E
• Organisation and management skills with ability to prioritise and delegate		E
• Negotiating skills		E
• Team building skills		E
• Appraisal skills		E
• Ability to manage change		E

<ul style="list-style-type: none"> <li>• Articulate with advanced written and verbal communication skills.</li> <li>• Ability to work effectively under pressure.</li> <li>• IT Skills (Including proficiency with Microsoft Office Packages and accurate, fast typing skills)</li> <li>• Capable of working strategically (business planning, service improvements, strategies for infection control)</li> <li>• Ability to meet deadlines</li> <li>• Maintain accurate records</li> <li>• Report writing / presentation skills</li> <li>• Ability to undertake surveys or audits, as necessary e.g. audit of clinical incidents</li> <li>• Ability to manage, motivate and empower others</li> </ul>		E E E  E  E E E E  E
Well-developed leadership and influencing skills with the ability to enthuse, motivate and involve individuals and teams, and have them understand and deliver the Trust's expectations	Application Form / Interview	E
Attributes of woman/family/patient centred approach	Application/Interview	E
Quality benchmarking	Application/Interview	E
Excellent inter-personal and communication skills with good listening skills	Application form/Interview	E
High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude	Application/Interview	E
Strong sense of commitment to openness, honesty and integrity in undertaking the role.	Application/Interview	E
Ability to undertake: <ul style="list-style-type: none"> <li>• Incident investigation</li> <li>• Service improvement experience</li> </ul>	Application/Interview	E E

<b>Knowledge</b> <i>Includes; Knowledge &amp; Training</i>	<b>How Identified</b>	<b>E/D</b>
<ul style="list-style-type: none"> <li>• Quality, standard setting, benchmarking and audit.</li> <li>• Budget and people management</li> <li>• Current issues in healthcare/specialty</li> <li>• Nursing and Midwifery Agenda</li> <li>• Clinical Governance</li> <li>• Infection prevention and control</li> <li>• Fundamentals of care</li> <li>• Patient safety issues</li> <li>• Health and Safety</li> </ul>	Application Form / Interview	E E E E E E E E E E
Understanding of Information Governance and Confidentiality	Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to the responsibilities to the public, patients and colleagues.	Application Form / Interview	E
Sound political judgement and astuteness in understanding and working with complex policy, and diverse interest groups, and common sense in knowing when to brief "up the line"	Application Form /Interview	E
A commitment to improving research services through an ability to sustain a clear performance focus on achieving demanding goals	Application form/ Interview	D
Knowledge of the key regulations, outcomes and assessment methods used by the Care Quality Commission in judgement of healthcare organisations	Application/Interview	E
Coaching skills	Application/Interview	D

<b>Qualifications</b> - <i>In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.</i>	<b>How Identified</b>	<b>E/D</b>
Degree level Registered Midwife (with current registration with NMC)	Application/Interview	E
Recognised teaching qualification	Application/Interview	E
Evidence of ongoing and relevant personal and professional development in the last 2 years	Application/Interview	E
Recognised post graduate study within a Leadership programme with evidence of practical application of expertise at this level	Application/Interview	E
Evidence of commitment to continuous learning and application in practice	Application/Interview	E
Masters level study in a relevant subject with evidence of practical application of expertise at this level	Application/Interview	E
QSIR or Prince2 :Project management qualification	Application/Interview	D

<b>Values and Behaviours</b> (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	<b>How Identified</b>	<b>E/D</b>
Demonstrates Care, Compassion and Empathy; <ul style="list-style-type: none"> <li>• Is positive and takes pride in their job and the organisation they work for.</li> <li>• Treats others with respect and consideration; listening carefully and responding with empathy, kindness and sensitivity</li> <li>• Values diversity and difference, treats people with equal respect.</li> </ul>	Application form/ Interview/ Test	E
Demonstrates Competence and Communication; <ul style="list-style-type: none"> <li>• Listens, Values and respects the views of others (good communication/ interpersonal skills)</li> <li>• Able to work with others to provide a service that puts patient care first.</li> <li>• Values co-workers and demonstrates ability to work effectively as part of a team</li> </ul>	Application form/ Interview/ Test	E
Demonstrates Courage to Challenge Self and Others; <ul style="list-style-type: none"> <li>• Encourages and welcomes feedback to continually learn and improve.</li> <li>• Takes personal responsibility for actions and their impact</li> <li>• Able to challenge negative behaviour in a constructive way.</li> </ul>	Application form/ Interview/ Test	E
Demonstrates Commitment; <ul style="list-style-type: none"> <li>• Is efficient and effective with the use of resources</li> <li>• Is punctual</li> </ul>	Application form/ Interview/ Test	E

<b>Other Requirements:</b> <i>Includes; Working Conditions</i>	<b>How Identified</b>	<b>E/D</b>
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E
Car driver and access to car	Driving Licence	D
Can work under pressure <ul style="list-style-type: none"> <li>• Calm</li> <li>• Supportive</li> <li>• Highly self-motivated</li> <li>• Professional</li> <li>• Visionary</li> <li>• Patient centric, compassionate and caring</li> <li>• Ability to empower, hold accountable, motivate and inspire others</li> <li>• Ability to drive change</li> </ul>		E
To participate in the Senior Managers Out of Hours on call rota as required		E