

## Person Specification

### Senior Research Sister/Charge Nurse: Clinical Research Facility (AfC Band 7)

		Essential	Desirable	Measured By
<b>Education and Qualifications</b>	Registered General Nurse - Adult with valid NMC registration.	✓		Application/certificates
	Recognised teaching qualifications or equivalent demonstrable teaching and assessing experience.	✓		Application/certificates
	Extensive evidence of continuous professional development Including post graduate qualifications and/ or academic research qualifications	✓		Application/certificates
	Up to date Good Clinical Practice (GCP) Certificate	✓		Application/certificates
	First degree or evidence of working towards one (demonstrating graduate attributes)	✓		Application/certificates
	Possess or be working towards an MSc in Clinical Research or health/biological related subject. Or demonstrable significant experience working at an equivalent senior level.	✓		Application/certificates
	Management qualifications or experience		✓	Application/certificates
<b>Experience</b>	Extensive experience at Junior Sister/Charge Nurse or above in broad range of clinical settings including clinical research environment or demonstrable equivalent	✓		Application/Interview/Reference

		Essential	Desirable	Measured By
	Experience of managing multiple competing projects to time and target, within research or other relevant field	✓		Application/Interview/Reference
	Ability to lead, motivate and develop a professional team	✓		Application/Interview/Reference
	Experience obtaining informed consent		✓	Application/Interview/Reference
	Experience of delivering early phase research studies		✓	Application/Interview/Reference
	Experience of managing and delivering high quality patient care, promoting continuous improvements to service delivery	✓		
	Strong IT skills competent in standard PC packages (i.e. Microsoft Office or equivalent) using both desktop packages and databases.	✓		Application/Interview/Reference
<b>Skills and Knowledge</b>	Good understanding of the local and national strategic context of research in the NHS.	✓		Application/Interview / Reference
	Experience of managing systems and processes to comply with both local and national targets/ frameworks	✓		Application/Interview / Reference
	Advanced communication skills including active listening, writing and verbal (one-to-one and within groups).	✓		Application/Interview/Reference
	Advanced organisational skills and ability to manage multiple projects at various stages of development and organisation.	✓		Application/Interview/Reference

		Essential	Desirable	Measured By
	Excellent performance management skills. Ability to appraise junior staff through performance review.	✓		Application/Interview/Reference
	Highly developed leadership skills with excellent interpersonal skills - desire to be highly visible to form positive relationships at all levels.	✓		Application/Interview/Reference
	Ability to manage complex workload under pressure and prioritise to meet deadlines.	✓		Application/Interview/Reference
	Persuasion and influencing skills – ability to present ideas and proposals effectively.	✓		Application/Interview/Reference
<b>Personal Qualities (Strengths/Will)</b>	<b>Integrity</b> Cares about and knows the importance of doing the right thing and making a difference.  Possesses a straight talking and honest, whilst being diplomatic, communication style.	✓		Application/Interview/Reference
	<b>Ownership</b> Loves being in charge/control and takes full responsibility for the running of their clinical area.  Driven to get things done to ensure that both they and their team achieve.  Sets very high standards for themselves, their team and clinical area.	✓		Application/Interview/Reference
	<b>Delivery</b> Love to be in control and on top of everything that is going on in their clinical area.  Likes to be 'hands on' in the delivery of patient care in their department.	✓		Application/Interview/Reference

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	<p>Thrives on having lots going on and rise to the challenge of constantly switching between different activities and issues.</p> <p>Possesses a 'can do' positive approach to problems and will keep going when things are tough. Has the drive and resilience to see projects through despite challenges along the way.</p> <p>Able to think ahead, anticipate issues before they arise, plan accordingly and be confident in own decision making.</p>			
	<p><b>Relating</b> Thrives when developing others and takes great satisfaction from seeing their staff achieve and progress.</p> <p>Pick up on other people's needs sensing when something is wrong, calm under pressure.</p> <p>Good at explaining things in simple and straightforward ways that others find easy to understand.</p>	✓		Application/Interview/Reference
<b>Values and Behaviours (PROUD)</b>	<ul style="list-style-type: none"> <li>Provides outstanding service, by putting <b>patients first</b>, ensuring patients are cared for with courtesy, compassion, dignity and empathy.</li> </ul>	✓		Application/Interview/Reference
	<ul style="list-style-type: none"> <li><b>Respectful</b> to patients, staff colleagues and all internal and external contacts whilst valuing diversity.</li> </ul>	✓		Application/Interview/Reference
	<ul style="list-style-type: none"> <li>Takes <b>ownership</b> for own actions and areas of responsibility.</li> </ul>	✓		Application/Interview/Reference
	<ul style="list-style-type: none"> <li>Demonstrates <b>unity</b> by working in partnership with all colleagues and committing to team goals.</li> </ul>	✓		Application/Interview/Reference

		Essential	Desirable	Measured By
	<ul style="list-style-type: none"> <li>▪ Proven track record of <b>delivery</b> of professional, efficient and effective services.</li> </ul>	✓		Application/Interview/Reference