

## Kindness · Courage · Respect

### PERSON SPECIFICATION

#### Midwife

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Registered Midwife eligible to be on live register</li> <li>Evidence of post registration development in midwifery</li> </ul>	<ul style="list-style-type: none"> <li>Degree in Midwifery or working towards a degree</li> <li>Evidence of Mentorship qualification (ENB 998, or equivalent)</li> <li>NIPE qualification</li> </ul>	Application / Interview/ Assessment
<b>Occupational experience and abilities</b>	<ul style="list-style-type: none"> <li>Sound clinical skills/knowledge within midwifery</li> <li>Sound interpersonal and communication skills</li> <li>Understanding of the needs of clients in the maternity setting</li> <li>Has an understanding of the need for confidentiality</li> <li>Ability to travel between care settings</li> <li>Up to date mandatory training in fire, infection control, Basic Life Support and moving and handling</li> <li>Knowledge of HR policies/processes</li> </ul>	<ul style="list-style-type: none"> <li>Experience of critiquing clinical evidence</li> <li>Computer literate</li> <li>Involvement in quality improvement projects</li> <li>Clinical Audit skills</li> <li>Confident people skills</li> <li>Able to use Trust client administration IT systems</li> <li>Evidence of Leadership experience</li> <li>Complaints handling training</li> <li>Competent at perineal suturing, cannulation, IV drug administration</li> </ul>	Application / Interview/ Assessment

	<p>relevant to managing people</p> <ul style="list-style-type: none"> <li>• Knowledge of relevant organisational guidelines, policies and procedures</li> <li>• Knowledge of current local and national midwifery agenda and priorities</li> <li>• Understanding of Clinical Governance</li> <li>• Personal organisational skills</li> <li>• Willing to work in all areas of maternity</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Must be able to demonstrate a clear understanding of core trust values and be able to articulate in practice</li> <li>• Team player</li> <li>• Reliable and flexible</li> <li>• Enthusiasm and motivation</li> <li>• Committed to high professional standards</li> <li>• Car owner/access to a car - with full driving licence and able to travel to different locations in the community</li> </ul>		Application / Interview/ Assessment