

PERSON SPECIFICATION – HTT MATRON

Factors	<u>Essential</u> requirements necessary for the safe and effective performance in the job	<u>Desirable</u> requirements
Education, Training and Qualifications	<ul style="list-style-type: none"> • Qualified RMN on NMC Register of Nurses • Evidence of significant post registration education and development at degree level or equivalent 	<ul style="list-style-type: none"> • Significant management and or leadership training
Experience / Knowledge	<ul style="list-style-type: none"> • Significant post registration nursing experience within the clinical speciality • Extensive knowledge and expertise across a number of areas e.g., clinical, infection control, nutrition, safeguarding • Experience of concurrently managing a wide variety of projects • Significant professional leadership, especially professional development, clinical governance and supervision and appraisal • Demonstrable experience and implementation of clinical and professional governance issues within the clinical speciality. 	
Skills/Abilities	<ul style="list-style-type: none"> • A demonstrable knowledge of evidence - based nursing practice in specialist area • Current knowledge of relevant professional and NHS policy initiatives within the clinical specialty. • Evidence of understanding and developing nursing policy and practice, education and research within the context of a multi-disciplinary setting • Evidence of contribution to practice and service development and the ability to translate strategic intent into operational reality • Excellent analytical, complex problem solving skills and information handling skills • Evidence of the ability to challenge and change practice. • Computer literate, excellent oral and written communication skills. • Evidence of being able to communicate with and engage front line clinical staff, clinical 	<ul style="list-style-type: none"> • Experience of effective redesign and improvement methodologies

	<p>leaders service users and carers where there may be barriers to understanding.</p> <ul style="list-style-type: none"> • Natural partnership worker - supports and challenges people to work together to develop pathways that enhance service quality, care continuity and economy which may go across traditional boundaries • In depth knowledge of clinical governance and clinical risk management • Ability to work effectively and cooperatively with user and carer groups • Understanding of equal opportunities policies, including dynamics of disability., sexism, racism (understanding how institutionalised and internalised oppression works and how to confront it) 	
Personal Attributes	<ul style="list-style-type: none"> • Ability to work without supervision to meet deadlines in a high pressure environment. • Flexible and adaptable working practice with a proactive approach to problem solving • Approachable, helpful and encouraging with excellent interpersonal skills • Awareness of own strengths & weaknesses and impact on others • Personal integrity - strongly held commitment to openness, honesty, inclusiveness and high standards • Drive for results - A strong commitment to making service improvements and a determination to achieve positive service outcomes • Empowering others - striving to facilitate others' contributions, nurturing capability and long term development of others 	<ul style="list-style-type: none"> • Able to drive, with access to vehicle for work
Other Factors		

Last updated Feb 2016