

EAST LANCASHIRE HOSPITALS N.H.S. TRUST

PERSONNEL SPECIFICATION

POST: Band 6 sister

FACTOR	ESSENTIAL	DESIRABLE
<u>ATTAINMENTS</u>	First Level Registration Previous experience in speciality. Qualification in specialty to diploma/degree level, or willingness to undertake study	Experience of recent employment in a pre-registration student nurse area.
<u>GENERAL INTELLIGENCE</u>	Appropriate Teaching assessing certificate Effective communication skills, both written & verbal Promotes effective teamwork with own team and other members of the Multidisciplinary Team.	Basic knowledge of IT and Integrated Personnel System
SPECIALISED APTITUDES	Proven leadership and organisational skills. Ability to facilitate a cohesive team spirit and good team working. Ability to deal competently with conflict and complaints. Consistently strives to develop self and others. Demonstrates ability to effectively lead a team. Promotes quality in the clinical setting. Has introduced new concepts and projects.	
DISPOSITION	Professional, calm approachable Demonstrates a positive attitude. Reacts well to constructive criticism.	Enthusiasm Must have a good sense of humour

	Highly motivated and can motivate others. Promotes a good learning environment.	
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INTERESTS	Evidence of post basic continuing education. Keeps professionally updated. Promotes research and development.	Actively involved with committees, working parties and groups of interest.
CIRCUMSTANCES	Ability to perform well under pressure. Can move forward with change and act as an effective change agent in the clinical setting. Keen to embrace new concepts.	.