

PERSON SPECIFICATION
Band 5

Criteria	Essential	Desirable	Assessed by
Clinical Practice	<p>Registered Nurse (part 1. 8. 12 or 15 of register depending on area of practice)</p> <p>Articulate and knowledgeable of skills needed to deliver a high standard of care</p>	<p>Educated to diploma/degree level.</p> <p>Specialist, experience, knowledge and skills required for particular speciality.</p>	<p>Registration documents</p> <p>Application form</p> <p>CV</p> <p>Profile/portfolio interview</p>
Leadership and Management	<p>Good communication skills</p> <p>Able to work in a team</p> <p>Self-awareness</p> <p>Awareness of escalation process in incident reporting</p>	<p>Involvement in change management</p> <p>Awareness of broader issues related to healthcare</p> <p>Able to act as a resource to junior staff</p> <p>Ability to delegate and prioritise</p>	<p>Interview</p> <p>Application form</p> <p>References</p>
Education and Training	<p>Registered Nurse (part 1. 8. 12 or 15 of register depending on area of practice)</p>	<p>Evidence of on-going professional development</p> <p>Mentorship qualification</p>	<p>Registration documents</p> <p>Application form</p>
Improving Quality and Developing Practice	<p>Evidence of practical experience within a multi-disciplinary team.</p> <p>Knowledge of changing policies and agendas within the NHS and relevant area of practice and the ability to</p>	<p>Potential to facilitate and participate in research/benchmark and audit programmes.</p>	<p>Interview</p> <p>References</p> <p>Portfolio Evidence.</p> <p>Reflective</p>

	<p>build and expand on current clinical skills.</p> <p>Knowledge of NMC guidelines relating to professional practice and accountability</p>		<p>examples of practice (verbal or written).</p>
Personal qualities	<p>Excellent written and verbal communication skills</p> <p>Being self-aware and able to accept constructive criticism</p> <p>Developing organisational skills,</p> <p>Able to work as part of a team</p> <p>Belief in patient centred philosophy</p> <p>Ability to cope under pressure</p>	<p>Ability to prioritise own workload, instruct and direct junior staff.</p> <p>Developing leadership skills</p>	<p>Interview</p> <p>Value Based Interview</p> <p>References</p>
Other	<p>Committed to delivering Compassionate Excellence</p> <p>Knowledge and commitment to the OUH values</p>		<p>Value Based Interview</p>