

# Person Specification

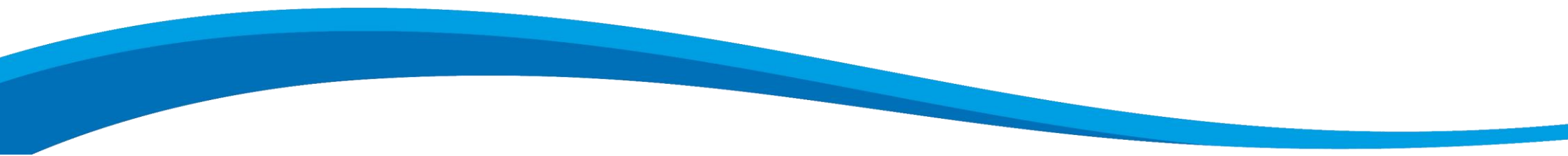
<b>Job Title:</b>	Family Care Nurse Specialist- Bereavement	<b>Division/Department:</b>	Neonatal Services/Family Health	<b>Band:</b>	Band 7
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
<b>Training &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Current registration with NMC</li> <li>• Master's degree or equivalent or willingness to work towards/equivalent experience.</li> <li>• Degree in health/nursing related studies</li> <li>• Relevant post-reg study relevant to specialist pathway / willingness to undertake at degree/masters level</li> <li>• Evidence of leadership course</li> <li>• Research training / experience. Demonstrates and awareness of research principles and their application to clinical practice.</li> <li>• Advanced Communication Skills Training (or willingness to undertake)</li> </ul>	Recognised counselling qualification	<b>A,I Professional Profile</b>

<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Significant post registration experience at band 6 or above, in appropriate clinical setting</li> <li>• Demonstrates professional autonomy and effective decision making skills when managing caseload</li> <li>• Experience in supervision of registered, non-registered staff and students</li> <li>• Ability to manage clinical area/ward efficiently and effectively</li> <li>• Ability to convey sensitive info in an empathetic manner to patients, relatives and staff</li> <li>• Experience in using relevant hospital IT systems</li> <li>• Experience of participating with audit or research within the clinical area</li> <li>• Leadership and management experience, including providing staff with feedback on their individual performance and/or conducting appraisals</li> <li>• Experience of managing risk, handling clinical incidents and complaints</li> <li>• Demonstrates awareness of research and evidence Based practice.</li> <li>• Evidence of teaching and assessment skills, including the teaching of patients, families and colleagues</li> <li>• Evidence of working with a multidisciplinary team in appropriate setting (ie hospital, community)</li> </ul>	<ul style="list-style-type: none"> <li>• . Presenting at meetings/conferences</li> <li>• Evidence of writing for publication</li> <li>• Experience of setting up and developing a new service</li> <li>• Experience in forming policy at local and national level</li> <li>• Evidence of change management</li> <li>• Experience of counselling patients / families</li> </ul>	<p><b>A,I</b></p>
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	<ul style="list-style-type: none"> <li>• Experience of developing standards, guidelines and policies</li> <li>• Understanding of neonatal patient pathways and it's complexities and how to support patients through this.</li> </ul>		
<b>Communication and Relationship skills</b>	<ul style="list-style-type: none"> <li>• Excellent oral and written communicator including report writing and presentation skills</li> <li>• Demonstrate basic IT skills</li> <li>• Can minimise interpersonal conflict and barriers to communication, demonstrating evidence of negotiating and influencing skills</li> <li>• Ability to work within a MDT; collaborating with, leading when required, negotiating with and influencing the work of others across a range of disciplines and on own initiative including the sharing of highly complex information and implementation of plans for Service development.</li> <li>• Ability to deliver presentations and chair meetings</li> <li>• Ability to support colleagues, patients and relatives/carers in distressing circumstances</li> <li>• Experience of initiating and implementing change effectively, engaging stakeholders in the process.</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical supervisor</li> <li>• Evidence of networking locally, nationally and internationally</li> </ul>	<b>A,I</b>

<p><b>Analytical and Judgement skills</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate confidence in assessing, planning, delivering, prioritising and evaluating patient care</li> <li>• Able to respond to problem situations and ensure that effective interventions are put in place Ability to interpret and analyse highly complex clinical and non-clinical information</li> <li>• Lead on the identifying, successful implementation and management of a nursing change process.</li> <li>• Act autonomously in decision making within specialty and level of competence.</li> <li>• Recognition of own level of competence and limitations. Able to identify own learning needs</li> <li>• Evidence of clinical and non-clinical data collection, evaluation, analysis, interpretation and application to clinical practice</li> <li>• Able to critically analyse and evaluate research findings and to apply these to clinical practice</li> <li>• Demonstrate confidence in assessing, planning, delivering, prioritising and evaluating patient care</li> <li>• Demonstrate knowledge and understanding of national policy and current issues affecting specialty and its implications for practice</li> </ul>	<ul style="list-style-type: none"> <li>• Development and monitoring quality standards</li> <li>• Evidence of participation in audit and research</li> <li>• Experience in writing reports</li> </ul>	<p><b>A,I</b></p>
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<b>Planning and organisation skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate an ability to prioritise own workload, and that of others. Recognise, prioritise and respond appropriately to urgent and emergency situations within an unpredictable working environment.</li> <li>• Able to lead the development, implementation and monitoring of local protocols and objectives and action plans to lead and introduce change</li> <li>• Demonstrate an ability to supervise and support others in the prioritisation of their patient care</li> <li>• Ability to lead and introduce change</li> <li>• Awareness of budget constraints and ordering specialist supplies</li> <li>• Knowledge and understanding of national policy and current issues relating to neonatal family care and bereavement</li> </ul>	<p>Experience in reviewing service, ensuring compliances with National Standards</p>	<p>A,I</p>
<b>Physical skills</b>	<ul style="list-style-type: none"> <li>• Physically able to perform the full range of nursing duties.</li> <li>• Demonstrate dexterity and accuracy in undertaking clinical skills, use of equipment and documentation</li> <li>• Competent and capable of using medical equipment</li> <li>• Able to undertake manual handling manoeuvres</li> <li>• Ability to work without</li> </ul>		<p>A,I</p>

	<p>Supervision within scope of practice and manage own workload; effective time management.</p> <ul style="list-style-type: none"> <li>Ability to work within a variety of different settings</li> </ul>		
<p><b>Other requirements specific to the role</b> (e.g. be able to work shifts/on call)</p>	<ul style="list-style-type: none"> <li>Must be able to work hours to suit service need</li> <li>Clean driving licence</li> <li>Car owner</li> <li>Enhanced CRB clearance</li> </ul>	<ul style="list-style-type: none"> <li>Budget management skills</li> <li>Running family group sessions</li> </ul>	<p><b>A,I</b></p>