

# Person Specification

<b>Job Title:</b>	Deputy ward sister/charge nurse	<b>Division/Department:</b>	Family health	<b>Band:</b>	6
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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 "We are here for you" behavioural standards		Interview



<b>Training &amp; Qualifications</b>	<p>Current level one NMC registration RN (Child) or RSCN</p> <p>Proven management experience</p> <p>Degree or working towards a degree</p> <p>Completed IV and CVL competency packages</p>	<p>Continuing professional development/reflective profile</p> <p>Formal leadership and management training</p> <p>Research training/experience</p> <p>Have a suitable Teaching &amp; Assessing Qualification</p> <p>Possession of a Mentoring Course</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>
<b>Experience</b>	<p>Recent or current experience within the specialty</p> <p>Supervision of non-registered staff, pre-registration and post basic students</p> <p>Evidence of ability to mentor</p> <p>Ability to manage the clinical area or ward efficiently and effectively</p> <p>Ability to convey sensitive information in an empathetic manner to patients, relative/carers and staff.</p> <p>Caring for children with life limiting conditions</p>	<p>Demonstrate an involvement in link nurse, or project work</p> <p>Audit or research within the clinical area</p> <p>Providing staff with feedback on their individual performance and use of the knowledge and skills framework</p>	<p>Application Form</p> <p>Interview</p>
<b>Communication and relationship skills</b>	<p>Demonstrate effective written and verbal communication skills</p> <p>Produce timely, accurate written/electronic records and documents</p> <p>Demonstrate basic IT skills</p>	<p>Evidence of negotiation and influencing skills</p> <p>Demonstration of team working and ability to work within a team</p>	<p>Application Form</p> <p>Application Form</p>



	<p>Recognition of own level of competence and limitations and able to communicate these to all members of the MDT</p> <p>Can minimise interpersonal conflict and barriers to communication</p>		
<b>Analytical and Judgement skills</b>	<p>Demonstrate an ability to assess, plan, deliver, prioritise and evaluate patient care</p> <p>Ability to identify own learning needs</p> <p>Demonstrate an understanding of the deputy sister/charge nurse role</p> <p>Able to respond to problem situations and to ensure that effective interventions are put in place</p>	<p>Demonstrate a knowledge of current issues related to the NHS policies</p> <p>Evidence of data collection and analysis</p>	Application Form Interview Test
<b>Planning and organisation skills</b>	<p>Demonstrate an ability to prioritise own workload and recognise, prioritise and respond appropriately to urgent and emergency situations</p> <p>Able to contribute to the development of implementation and monitoring of local objectives and action plans</p>	<p>Demonstrate leadership skills &amp; ability to effectively lead a team</p> <p>Demonstrate an ability to prioritise workload of self and others</p> <p>Demonstrate an ability to supervise and support others</p> <p>Demonstrate effective time management skills</p> <p>Demonstrate effective resource management</p>	Application Form Interview Test
<b>Physical skills</b>	<p>Physically able to perform the full range of nursing duties</p> <p>Dexterity and accuracy in undertaking clinical skills, use of equipment and documentation</p>	Evidence of moving and handling training	Application Form Interview



	<p>Competent and capable of using medical equipment</p> <p>Able to undertake patient manual handling manoeuvres and non-patient manual handling manoeuvres</p>		
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