






PERSON SPECIFICATION

Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References,

Criteria	Essential or Desirable	Assessment
Experience and Knowledge <ul style="list-style-type: none"> Relevant clinical experience Demonstrate commitment and ability to support staff teaching, research & education Proven leadership skills, including team building, change management Demonstrates the ability to effectively manage resources 	E E E D	A/I A/I A/I A/I
Qualification(s) and Professional Training <ul style="list-style-type: none"> Registered General Nurse Leadership course or mentoring course Experience in Critical Care Critical Care qualification or willingness to undertake Evidence of continuing professional development Evidence of ongoing development 	E D E E E E	A A A A A A
Skills and Abilities <ul style="list-style-type: none"> Proven clinical skills Good communication and interpersonal skills Physical capability to perform nursing duties, including moving and handling of patients. To demonstrate the ability to work under pressure Ability to lead and motivate staff Evidence of innovation within current areas of practice Evidence of the ability to facilitate changes in practice 	E E E E E D D	AF/I AF/I AF/I AF/I AF/I AF/I AF/I
Personal Qualities <ul style="list-style-type: none"> Ability to work flexible rostering with appropriate notice to meet operational needs of the organization. Honest Responsible Ability to work under pressure Ability to form positive working relationships 	E E E E E	I I I I I

Other <ul style="list-style-type: none"> • Able to pass Occupational Health Clearance • Able to maintain professional appearance. 	E E	Pre-employment checks I
Trust Values <div data-bbox="103 555 582 795">  Effective open communication  Excellence and safety in all that we do  Challenge but support  Expect respect and dignity  Local healthcare that inspires confidence </div>	All Essential	All Interview

C – Pre-employment checks, O - Other