

Person Specification	
Job Title	Clinical Support Nursing Associate Pre Registration
Grade	Band 5
Reports To	Pre Reg Lead Educator

Criteria	Essential or Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
NMC Registered Nursing Associate	E		X		
English language (listening, reading, writing, speaking) proficiency at the level identified by the relevant regulatory body	E		X	X	X
Evidence of professional development	E		X	X	
Recognised teaching/mentorship course / SSSA trained	E		X		
Experience					
Post-registration experience in an acute setting	E		X		X
Previous experience in supervising and assessing students	E		X		X
Knowledge					
Knowledge of NMC codes	E			X	
Understanding of clinical governance framework	E			X	
Understanding of NMC Standards for Mentorship	E			X	
Knowledge of vulnerable adult and child protection issues	E			X	
Understanding of health & safety at work	E			X	
Key Skills					
Competent at nursing assessment and delivery of care	E			X	X
Good written record keeping skills	E			X	
Ability to support groups and undertake 1:1 support	E		X		X
Can effectively prioritise & co-ordinate own work and that of others	E			X	
Ability to work effectively in a busy environment	E			X	
A team player able to work well with others & demonstrate commitment to team objectives	E			X	
Excellent communication and interpersonal skills with ability to use tact, diplomacy and persuasion	E			X	
Problem solving skills	E			X	
Other					
Respects the rights and needs of patients and colleagues	E			X	
A calm, caring and empathic attitude towards patients, visitors, relatives & colleagues which is aligned with the NHS Values	E			X	
Flexible approach to working hours & practices	E			X	
Professional appearance & behaviour	E			X	



Good previous attendance record	E				X
Satisfactory enhanced DBS check against vulnerable groups barred lists	E		DBS CHECK		

Assessment Criteria: A = Application, I = Interview, T = Test, R = References

