

**PERSON SPECIFICATION**  
**JOB REF 1580**

<b>Post: Staff Nurse Band 5</b>	<b>Division:</b>
<b>Location/Department: Endoscopy Heartlands, GHH, SHH &amp; QE</b>	<b>Date: July 2019</b>

All candidates will be considered on their ability to meet the requirements of this person specification.

	<b>Criteria</b> Please state if essential (E) or desirable (D). (Only essential criteria will be considered when undertaking the job evaluation process)	<b>How Identified</b> e.g. Application Form/Interview/Presentation/Test
<b>Professional Qualifications</b> e.g. CIPD, AAT,RGN, Degree, Masters, PHD	<ul style="list-style-type: none"> <li>Registered Adult Nurse on the NMC Register ( E )</li> <li>Evidence and ability to revalidate as required by the NMC ( E )</li> </ul>	Application Form and Interview  Pre-Employment Checks
<b>Experience</b> e.g. writing business plans, budget management experience, significant clinical experience	<ul style="list-style-type: none"> <li>Previous / recent experience or working in an acute secondary NHS care setting (can include student placements within the last 12 months ) ( E )</li> <li>Evidence of achievements and career development in current post and of on-going professional development/ competence ( E )</li> <li>Experience of working on own and in a team in a health care environment delegating to others within a team / providing supervision to others ( E )</li> <li>Willingness to become a practice supervisor / assessor to or meets Nursing and Midwifery Council (NMC) standards for student supervision and assessment ( E )</li> </ul>	Application form and interview
<b>Skills/Abilities</b> e.g. Report Writing, Minute Taking, Shorthand	<ul style="list-style-type: none"> <li>Demonstrate achievement of numeracy (including drug administration calculations) and literacy skills. Ability to read / write and speak , receive and understand instructions in English ( E )</li> <li>Good IT skills ability to record information electronically ( E )</li> <li>Competent in a range of clinical skills willingness to undertake expanded practices relevant to the scope of practice required ( E )</li> <li>Competent in managing the care of a group of patients / shift management and clinical leadership relevant to the practise setting</li> </ul>	Competency certificates Interview  Application form  References  Test

<p><b>Knowledge</b> Depth and extent of knowledge E.g. Technical, Financial</p>	<ul style="list-style-type: none"> <li>• Understanding and knowledge of the NMC code of conduct ( E )</li> <li>• Understanding of preceptorship and work based learning and assimilation of skills and knowledge (E)</li> <li>• Awareness of current relevant NHS policy context (E)</li> <li>• Understanding / experience of the principles of safeguarding and Mental Capacity (E)</li> <li>• Awareness of health and safety issues (E)</li> </ul>	<p>Interview</p>
<p><b>Personal Attributes</b> e.g. Reliable, Punctual</p>	<ul style="list-style-type: none"> <li>• Professional appearance (E)</li> <li>• Displays genuine interest in the post applied for and can articulate this when questioned ( E )</li> <li>• Positive and enthusiastic attitude (E)</li> <li>• Ability to communicate articulately others (E)</li> <li>• Caring and approachable (E)</li> <li>• Punctual , reliable ( E )</li> </ul>	<p>Interview Application form References</p>
<p><b>Other Factors</b> e.g. ability to work shifts, ability to drive, etc.</p>	<ul style="list-style-type: none"> <li>• Ability to work a varied shift pattern including nights / weekends unsocial hours where required. (E)</li> <li>• The applicant can describe why the Trust may deploy him / her to a different practice setting for a span of duty (E)</li> </ul>	<p>Interview</p>