

PERSON SPECIFICATION
JOB REF 1580

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

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

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

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