

**Person Specification
Sister / Charge Nurse Renal Unit**

Job Requirements	Assessment	Weighting
<p>Professional /technical Qualifications</p> <ul style="list-style-type: none"> • RGN • Evidence of Continuing Professional development/ completion of renal accreditation/ education programme/ renal course • Nurse Independent Prescriber 	<p>A</p> <p>A, I</p> <p>D</p>	<p>1</p> <p>1</p> <p>1</p>
<p>Experience and Knowledge</p> <p>Extensive post registration with recent experience in the relevant speciality or equivalent. Such experience would usually but not exclusively be achieved with appropriate experience having been acquired to be able to demonstrate:-</p> <ul style="list-style-type: none"> • High level clinical skills and knowledge. • Evidence of successfully co-ordinating, managing and leading the team on a day to day basis. • Teaching ability • Experience in undertaking preceptor/mentor role. • Involvement in Nursing audit and Research. • An awareness and understanding of policy and practice relevant to speciality. • Significant experience and fully competent in all aspects of dialysis 	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A,I</p> <p>A,I</p> <p>A,I</p> <p>A,I</p> <p>A,I</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>2</p> <p>2</p> <p>1</p>
<p>Skills and Ability</p> <ul style="list-style-type: none"> • Ability to work and communicate effectively within a multidisciplinary team setting. • Evidence of excellent communication skills including verbal, non verbal and written. • Excellent interpersonal skills with professional credibility • Positive attitude to change with a proven ability to assist senior staff in the implementation of change and practice development. • Microsoft office PC and Sema Pas skills 	<p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p>

<p>Personal Qualities</p> <ul style="list-style-type: none"> • Awareness of professional and personal limitations. • Ability to act as a positive role model to other members of the team. • Strong team worker • Flexible and Adaptable in approach • Participate in On Call rota for Theatre posts 	<p>A, I I 1 I A, I</p>	<p>1 1 1 1 1</p>
<p>Personal Circumstances</p> <p>Ability to travel to both Trust sides to attend relevant meetings etc. Ability to work across site to support sessional activity (Endoscopy only)</p>	<p>I</p>	<p>2</p>

Key

<p>Assessment A Application Form / CV I Interview All available Data</p>	<p>Weighting 1 Essential 2. Desirable</p>
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