

## PERSON SPECIFICATION

Job Title: Lead Healthcare Chaplin

	<b>Essential</b> <i>Requirements necessary for safe and effective performance in the job</i>	<b>Additional</b> <i>Where available, elements that contribute to improved/immediate performance in the job</i>
<b>Qualifications</b> (General education/further and professional)	<ul style="list-style-type: none"> <li>a. Bachelor's degree with honours or equivalent (FHEQ<sup>1</sup> level 6 or equivalent) in a subject relevant to healthcare Chaplaincy that includes systematic study in any of the following fields: theology, religious studies, pastoral care, psychology, counselling or psychotherapy.</li> <li>b. Validated training in spiritual care or equivalent pastoral practice to the level of bachelor's degree with honours that is consistent with sponsoring faith community or belief group.</li> <li>c. Specialist training, experience, or study at postgraduate level (FHEQ level 7 or equivalent) with demonstrable outcomes of learning relevant to healthcare chaplaincy.</li> </ul>	<ul style="list-style-type: none"> <li>a. It is not compulsory for Chaplains to be registered with UKBHC, but the Professional Standards Authority for Health and Social Care recommends choosing them from Accredited Registers wherever possible.</li> <li>b. Master's level degree with demonstrable outcomes of learning relevant to healthcare chaplaincy</li> </ul>
<b>Experience</b> (Previous/current work or any other relevant experience)	<ul style="list-style-type: none"> <li>a. Substantial and significant experience of professionally supervised clinical practice as a healthcare chaplain that must include working with adult patients, end of life care, and on-call duties in the acute NHS hospital setting.</li> <li>b. Delegated management or team leadership responsibilities within a healthcare chaplaincy department.</li> <li>c. Teaching, mentoring and training of health professionals, chaplains and students in spiritual and</li> </ul>	<ul style="list-style-type: none"> <li>a. Involvement in audits, service evaluations and surveys.</li> <li>b. Chaplaincy in emergency care, critical care, neonatology, oncology and palliative care.</li> </ul>

<sup>1</sup> Framework for Higher Education Qualifications of Degree-Awarding Bodies in England, Wales and Northern Ireland

	<p>pastoral care.</p> <p>d. Professional supervision of healthcare chaplains.</p> <p>e. Evidence of working with and respecting religious, spiritual and pastoral diversity and differences.</p>	
<p><b>Further Training</b> (Specialist/ Management previous job training)</p>	<p>a. Evidence of annual continued professional development relevant to healthcare chaplaincy to UKBHC standards.</p> <p>b. Specialist training in an area of healthcare chaplaincy practice, for example dementia care, palliative care or organ donation.</p> <p>c. Knowledge and understanding of NHS structures, systems and processes relevant to healthcare chaplaincy.</p> <p>d. Cultural competence and religious literacy in diverse religious, spiritual and pastoral traditions.</p>	<p>a. Leadership knowledge, skills, attitudes and behaviours.</p> <p>b. Teamworking and team management.</p> <p>c. Service improvement methodology.</p> <p>d. Training in adult education and teaching.</p> <p>e. Pastoral Supervision using a recognised method appropriate to healthcare chaplaincy.</p>
<p><b>Special Skills/Aptitudes</b> (Verbal, numerical, mechanical)</p>	<p>a. A professional Chaplaincy identity rooted in one's own religious/spiritual/pastoral heritage that integrates professional values and behaviours, skills and specialist knowledge.</p> <p>b. Ability to build and sustain pastoral and professional relationships and effectively lead a department.</p> <p>c. Capacity and commitment to learn, critically reflect and develop.</p> <p>d. Capability and emotional maturity to deal with complex issues both systematically and creatively, make sound judgments, and take personal responsibility and initiative.</p> <p>e. Resilience and adaptability to complex, unpredictable and challenging operating conditions.</p>	

	<ul style="list-style-type: none"> <li>f. Workload prioritisation, time management and the capacity to incorporate new challenges, to manage projects and to hold others to account.</li> <li>g. Fluent and effective communicator in speech and writing.</li> <li>h. Self-assured, friendly and professional approach to working with colleagues; and the capability to work both independently and collaboratively.</li> <li>i. Ability to demonstrate skills in providing pastoral supervision and reflective practice.</li> <li>j. Ability to perform daily tasks using Microsoft Word, Excel and Outlook.</li> </ul>	
<p><b>Values and Behaviours (PACT)</b></p>	<p>Demonstrate the Trust PACT values and behaviours:</p> <p><b>Partnering:</b> Work in partnership and unity with others.</p> <p><b>Ambitious:</b> Celebrate our successes, learn continuously and ensure we improve.</p> <p><b>Caring:</b> Ensure that the people we serve are at the heart of all that we do, whilst being kind, respectful and valuing diversity.</p> <p><b>Trusted:</b> Be efficient, effective and accountable for our actions.</p>	
<p><b>Other Factors</b> (e.g. car driver/owner, Hepatitis B immunity, Criminal Record Disclosure Level)</p>	<ul style="list-style-type: none"> <li>a. Demonstrate appropriate personal and professional values and behaviours and practice in accordance with the UKBHC Code of Ethics</li> <li>b. Live sufficiently close to the hospital(s) to be on-site within 60 minutes of an urgent call-out</li> </ul>	