

**PERSON SPECIFICATION**

**JOB TITLE:**      **Lead Nurse Quality and Clinical Assurance**

**GRADE:**            **8B**

**LOCATION:**        **Corporate Nursing and Midwifery**

The candidate will need to demonstrate that they possess the essential criteria as detailed below. In addition demonstration of some of the desirable criteria would be of great assistance.

<b><u>EDUCATION/QUALIFICATIONS</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>MEASURED BY</u></b>
Registered Nurse/Midwife or AHP	✓		Application
Master's degree level education	✓		Application
Evidence of leadership/ management development	✓		Application
Evidence of Continuing Professional development	✓		Application
Prince 2 Project Management Certificate equivalent		✓	Application
<b><u>KNOWLEDGE AND EXPERIENCE</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>MEASURED BY</u></b>
Strong leadership skills, ability to motivate staff including the ability to encourage self-initiative, good practice and completion of projects within a team environment	✓		Application and interview
Ability to work and communicate effectively with a range of members of the Multi-disciplinary team.	✓		
Extensive knowledge of clinical service provision across a range of services and information management systems.	✓		
Evidence of excellent communication skills including verbal, non-verbal and written.	✓		
Clear understanding and knowledge of national direction/initiatives, e.g NHSI/E, CQC, HEE, STP	✓		

Positive attitude to change with a proven ability to all staff groups in the implementation of change and practice development.	✓		
Microsoft office PC and SEMA skills	✓		
Comprehensive knowledge of current National Health policies and Standards including Health and Safety legislation, the concept of clinical governance, quality improvement and evidence based practice		✓	
Ability to manage a range of staff groups/professions to deliver objectives and targets	✓		
Ability to work on own initiative, organise workload, allocate work and working to tight and competing deadlines	✓		
Ability to analyse complex and sometimes conflicting information in order to resolve issues, identifying actions, and make recommendations	✓		
Knowledge of quality improvement tools and methodology	✓		
Experience in use of clinical data for continuous quality improvement and outcome monitoring and assurance	✓		
<b><u>MANAGEMENT EXPERIENCE</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>MEASURED BY</u></b>
Track record of managing of significant changes and innovation with demonstrable results	✓		Application and interview
High level knowledge of current National Health policies and Standards	✓		
High level knowledge of Benchmarking initiatives	✓		
Experience of budget management		✓	
Experience in supporting staff through change management	✓		
Evidence of significant post registration senior Nursing /Midwifery/AHP experience (Dependant on post holder)	✓		
Track record of achieving service targets	✓		
Ability to assess training needs, develops, delivers and evaluates training packages	✓		
<b><u>PERSONAL QUALITIES</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>MEASURED BY</u></b>
Ability to travel across the health community as required	✓		
Ability to fulfil the requirements of the Trust's on-call rota	✓		

Eligible to work in the UK	✓		
Excellent leadership, management and communication skills	✓		Interview
Resilient and adaptable in approach	✓		Interview
Reliable, committed, approachable and able to demonstrate diplomacy at all times	✓		Interview
Excellent time management skills and ability to work on own initiative	✓		Interview