



**Person Specification**

**Post Title Band 6 - Sister / Charge Nurse / Team Leader**

Job Requirements	Assessment	Weighting
<b>Professional /technical Qualifications</b>		
RGN, Paediatric specialties RSCN, Operating Theatres RGN or Registered ODP.	A	1
Evidence of Continuing Professional development / qualification relevant to area of speciality. *** (SEE BELOW)	A, I	1
<b>Experience and Knowledge</b>		
Extensive post registration with recent experience in the relevant speciality or equivalent with appropriate experience having been acquired to be able to demonstrate:-	A, I	1
<ul style="list-style-type: none"> <li>High level clinical skills and knowledge.</li> </ul>	A, I	1
<ul style="list-style-type: none"> <li>Evidence of successfully co-ordinating, managing and leading the team on a day to day basis.</li> </ul>	A, I	1
<ul style="list-style-type: none"> <li>Evidence of teaching qualification</li> </ul>	A,I	1
<ul style="list-style-type: none"> <li>Evidence in undertaking preceptor / mentorship role.</li> </ul>	A,I	1
<ul style="list-style-type: none"> <li>Involvement in Nursing audit and Research.</li> </ul>	A,I	2
<ul style="list-style-type: none"> <li>An awareness and understanding of policy and practice relevant to speciality.</li> </ul>	A,I	2
<b>Skills and Ability</b>		
<ul style="list-style-type: none"> <li>Ability to work and communicate effectively within a multidisciplinary team setting.</li> </ul>	All	1
<ul style="list-style-type: none"> <li>Evidence of excellent communication skills including verbal, non verbal and written.</li> </ul>	All	1
<ul style="list-style-type: none"> <li>Excellent interpersonal skills with professional credibility</li> </ul>	All	1
<ul style="list-style-type: none"> <li>Positive attitude to change with a proven ability to assist senior staff in the implementation of change and practice development.</li> </ul>	All	1
<ul style="list-style-type: none"> <li>Microsoft office PC and Sema Pas skills</li> </ul>	All	1
<b>Personal Qualities</b>		
<ul style="list-style-type: none"> <li>Awareness of professional and personal limitations.</li> </ul>	A, I	1
<ul style="list-style-type: none"> <li>Ability to act as a positive role model to other members of the team.</li> </ul>	I	1
<ul style="list-style-type: none"> <li>Strong team worker</li> </ul>	1	1
<ul style="list-style-type: none"> <li>Flexible and Adaptable in approach</li> </ul>	I	1
<ul style="list-style-type: none"> <li>Participate in On Call rota for Theatre posts only</li> </ul>	A, I	1

<p><b>Personal Circumstances</b></p> <ul style="list-style-type: none"> <li>Ability to travel to both Trust sides to attend relevant meetings etc.</li> </ul>	1	2
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Key

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

**\*\*\*Specific Professional development/ qualification required as essential for the following posts.**

- Emergency Services** ED course ENB 199 / Critical care course.  
Teaching and Assessing courses ENB 998 or equivalent  
Advanced Skills – ALS / EPLS / ILS / Pils
- Critical Care** Critical care Courses ENB 100 or equivalent
- Paediatric posts** Teaching and Assessing courses ENB 998 or equivalent  
Practical Oncology Course RSH
- Endoscopy** Gastrointestinal Endoscopy and related procedures for Nurses  
Level 3 NURB 363 /ENB 906 or equivalent
- Oncology** Oncology Course ENB 237 or equivalent  
Care of the Dying ENB 931/285
- Care of Elderly** Assessment of the Older Person or Rehabilitation Course  
Or Diploma in Stroke Care
- Haematology** Oncology Course ENB 237 or equivalent  
Haematology / N14 or equivalent
- Cardiology** Experience in nurse led cardioversion and nurse initiated thrombolysis.