

Person Specification

Post Title

Sister / Charge Nurse / Team Leader

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

Personal Circumstances		
Ability to travel to both Trust sides to attend relevant meetings etc. Ability to work across site to support sessional activity (Endoscopy only)	1	2

Key

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

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

- 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.