

Person Specification

Job Title: Band 6 Neonatal Sister

Department/Ward: Neonatal Unit

Factor	Essential Attributes	Weighting High = 3 Med = 2 Low = 1	Shortlisting Criteria Y/N	Interview Criteria Y/N
Qualifications Minimum to do the job and must be clearly relevant	<ul style="list-style-type: none"> ▪ RSCN/RN (Child)/RN/RM ▪ ENB 405 or equivalent ▪ Demonstrate evidence of working towards further education e.g. Degree in related topics 	3	y	y
Experience Minimum to do the job and must be clearly relevant	<ul style="list-style-type: none"> ▪ Extensive neonatal nursing experience with a minimum of 4 years at Band 5 or above 	3	y	y
Skills	<ul style="list-style-type: none"> ▪ Able to work on own initiative and under pressure ▪ Able to work as a member of a multidisciplinary team within the primary and secondary care setting ▪ Able to work alone and be aware of Health and Safety of lone working ▪ Excellent teaching skills; committed to teaching ▪ Able to demonstrate change management skills ▪ Excellent communication skills 	3	y	y
Specialist Knowledge E.g. Technical knowledge	<ul style="list-style-type: none"> ▪ Experience of planning discharge needs of neonates to within the community setting ▪ Understanding of child protection ▪ Up to date knowledge of issues affecting neonates and neonatal nursing ▪ Understanding of 	3	y	y

	professional development <ul style="list-style-type: none"> ▪ Understanding of clinical governance responsibilities 			
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Personal Qualities (Demonstrable) E.g. Ability to work as part of a team, leadership qualities	<ul style="list-style-type: none"> ▪ Displays leadership skills 	3	y	Y
Other (Specify)	<ul style="list-style-type: none"> ▪ Teaching and assessing qualification desirable ▪ Willing to undertake further training in relevant issues 	3	n	Y