

PERSON SPECIFICATION

JOB TITLE:	Clinical Senior Sister/Charge Nurse
JOB BAND:	Band 7

Qualifications & Education	Weighting (Essential or Desirable)
First level registration with NMC	Essential
Evidence of undertaking a recognised course of study in teaching and assessing. (ENB 998 or equivalent)	Desirable
Educated to diploma level or demonstrate experience of operating at this level	Essential
Evidence of professional development and regular study since qualification.	Essential
ALS	Desirable
Health Assessment to level 6 or level 7	Desirable
Educated to 1 st degree level or evidence of study at degree level	Essential

Experience	Weighting (Essential or Desirable)
Substantial experience since qualification in an Acute Medical Setting	Essential
Sufficient experience as a band 6 in an Emergency or Acute Medical setting, managing a team of staff and other resources in the acute setting.	Essential
Evidence of an in-depth knowledge of providing care for patients with a range of presenting conditions specific to the specialty.	Essential
Evidence of high-level clinical skills and knowledge	Essential
Experience of close liaison with members of multidisciplinary team	Essential
Effective communication skills, verbal and written.	Essential
Ability to demonstrate negotiating and influencing skills	Essential
Effective leadership skills and an understanding of leadership theory and practice.	Essential
Evidence of having developed team-working skills and implemented teamwork practices.	Essential

Knowledge of effective people management practices	Essential
Ability to prioritise	Essential
Problem-solving skills	Essential
Experience of service planning and managing change	Desirable
Developed and implemented safe systems of work to ensure health and safety of staff, patient and visitors	Desirable

Communication & Relationship Skills	Weighting (Essential or Desirable)
Able to work flexibly	Essential
Able to meet the physical requirements of the role	Essential
Computer Literate	Essential
Skilled practitioner who can act as a role model	Essential
Ability to work within a team and develop others.	Essential
Organised approach to work.	Essential
Honest and trustworthy.	Essential
Demonstrates attention to detail	Essential
Demonstrates respect for patient dignity	Essential
Able to cope with distressing or emotional circumstances.	Essential
Able to cope with some unpredictable work patterns and changing circumstances and other pressure situations normally expected in an emergency environment.	Essential
Flexible and responsive to change	Essential

Physical Skills	Weighting (Essential or Desirable)
Knowledge of current clinical development, evidence-based practices and professional issues affecting nursing.	Essential
Commitment to evidence-based practice.	Essential
Keen to develop own skills and develop nursing practice	Essential
Interests in being involved in nursing development regionally	Desirable

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Matron
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