

Person Specification

Job Title: Deputy Sister/Charge Nurse

Grade: Band 6

Criteria	Essential or Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications/Skills					
• 1ST Level Registration	E		✓	✓	
• 3 Years experience within speciality/ acute care area	E		✓	✓	
• Teaching qualification- ENB 998 or equivalent, City and guilds 730 or mentorship module	E		✓	✓	
• Completed or undertaking a first level degree in Nursing/ Health Studies	E		✓	✓	
• Evidence of leadership qualities	E			✓	
• Expert clinical role model who is committed to improvement of standards and patient care	E			✓	
• Leadership Course		D	✓	✓	
• Educated to degree level or equivalent		D	✓	✓	
• Management qualification		D	✓	✓	
• ILS / ALS trained		D	✓	✓	
• Post registration qualification relevant to renal medicine		D	✓	✓	
Experience					
• Uses evidence base practice to support patient care delivery	E			✓	
• Experience of managing teams	E		✓	✓	
• Evidence of being a Reflective Practitioner	E			✓	
• Understanding of Healthcare Governance and its application	E			✓	
• Demonstration of autonomous practice	E			✓	
• Ability to organise and prioritise workload	E			✓	
• Demonstrates record of achievement in changing and developing practice	E			✓	
• Working knowledge of Trust and National Nursing initiatives	E			✓	
• Previous management experience		D	✓	✓	
Qualities/Attributes					
• Excellent communication skills both written and verbal	E			✓	
• Excellent interpersonal/ liaison skills	E			✓	
• Evidence of continuing professional development	E			✓	
• Highly motivated	E			✓	
• Ability to be adaptive and work under own initiative. Ability to negotiate effectively	E			✓	
• Innovative approach to professional issues	E			✓	
• Change management skills	E			✓	
• Ability to resolve conflict and motivate a team	E			✓	
• Positive and enthusiastic attitude	E			✓	

• Evidence of networking across professional boundaries		D		✓		
Other						
• Flexibility in approach	E			✓		
• Able to be self disciplined in a demanding environment	E			✓		
• Good sense of humour	E			✓		
• Body language and demeanour demonstrate high standards of professionalism	E			✓		

Assessment Criteria: A = Application, I = Interview, T = Test, R = References

