

**PERSON SPECIFICATION  
HEAD OF NURSING AND ALLIED HEALTH PROFESSIONALS FOR URGENT  
CARE**

	Essential	Desirable
<b>EDUCATION/ QUALIFICATIONS</b>		
Relevant professional registration	X	
Masters degree (or working towards)	X	
Management and Leadership qualification	X	
Substantial experience in paediatric health related posts	X	
<b>PERSONAL QUALITIES</b>		
Strong commitment to quality health services for patients and families	X	
Ability to analyse and interpret complex information	X	
Able to prioritise work, and work well against a background of change and uncertainty	X	
Able to work under pressure and deliver according to timescales	X	
Adaptable to situations, can handle people of all capabilities and attitudes	X	
Commitment to team-working, and respect and consideration for the skills of others	X	
Self-motivated, pro-active, and innovative	X	
<b>EXPERIENCE</b>		
Evidence of facilitating change/ improvement in clinical/ nursing practice and patient experience	X	
Evidence of successful project management for improving practice and patient experience.	X	
Extensive experience of working in the field of clinical quality at a senior level	X	
Experience of working at strategic level and acting on high level information		
Experience of evaluation & research strategies; evidence of being involved in implementing research into practice to effect change and improving quality.	X	
Experience at developing policies, procedures and strategies; implementing and monitoring them accordingly	X	
Staff management and leadership development	X	
<b>SKILLS</b>		
Excellent oral and written communication skills	X	
Effective interpersonal, influencing and negotiation skills	X	
Effective presentation skills	X	
Able to use Computer software to effectively deliver reports and other documents.	X	
Possess budget management skills to enable correct interpretation of budget and expenditure statements	X	
<b>KNOWLEDGE</b>		
Detailed knowledge of the NHS and an understanding of the social and political environment.	X	
Understanding of the quality and professional nursing agenda in NHS	X	
Understanding of social and political environment in NHS	X	
Understanding of NMC, CQC, and other agencies involved in clinical quality, safety and professional practice	X	