

## Person Specification

**Job Title:** Deputy Sister/Charge Nurse

**Accountable to:** Emergency Department Matron/ Sister/ Charge Nurse

Criteria	Essential Criteria	Desirable Criteria
Qualifications	Diploma or Degree in Adult or Paediatric Nursing  NMC/HCPC Registration	An understanding of the changing NHS environment;  ALS/EPLS
Experience	Minimum of 3-4 years post registration experience.  Evidence of shift management.  Minimum of 2 years experience in Emergency Care  Experience of leading, motivating and supporting a team.  Experience of providing training and education.  Experience of managing resources.  Experience of delegating workload and monitoring progress.  Experience of monitoring clinical practice.	Ability to manage change.

Technical Skills Competencies	<p>Implementation of evidence based practice</p> <p>Ability to support Clinical Supervision.</p> <p>Legal requirements relating to patients and staff.</p> <p>Ability to work as part of a team and project a positive image.</p> <p>Delegation abilities and excellent time management skills.</p> <p>Listening / counselling skills.</p> <p>Ability to use computer or willingness to learn.</p> <p>Ability to undertake additional skills as required.</p>	
Knowledge	<p>Comprehensive applied Anatomy and Physiology</p> <p>Specialist knowledge of relevant medical conditions of patients.</p>	
Other requirements specific to the role	<p>Standard keyboard skills</p> <p>Knowledge of Systm1 or a willingness to learn</p>	
Personal Attributes	<p>Self-motivation and reliability</p> <p>Ability to respond positively to change.</p> <p>"Can do" attitude.</p>	Flexible in their attitudes and behaviours to support team working and delivery of objectives;
Language requirement	Able to speak English as necessary to undertake the role	

**We are** caring one team listening to understand open and honest always improving inclusive