

PERSON SPECIFICATION

JOB TITLE:	Paediatric Sister/Charge Nurse
JOB BAND:	Band 6

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
RSCN/RNC	Essential
Evidence of undertaking a recognised course of study in teaching and assessing.	Essential
Educated to diploma level or can demonstrate experience of operating at this level.	Essential

Knowledge and Training	Weighting (Essential or Desirable)
Knowledge of effective people management and change management practices	Essential
Knowledge of clinical audit and effectiveness systems	Essential
Knowledge of current clinical development, evidence based practices and professional issues.	Essential

Experience	Weighting (Essential or Desirable)
Recent experience of working in an acute setting.	Essential
Recent Paediatric experience at a Band 5	Essential
Paediatric Life Support/Advanced Paediatric Life Support course.	Essential

Paediatric High Dependency module or willingness to undertake.	Essential
Evidence of professional development and regular study since qualifications	Essential
Experience of close liaison with members of multidisciplinary team.	Essential
Effective leadership, good analytical and clinical decision making skills.	Essential
Current experience of working with safeguarding issues and able to identify and refer to appropriate agencies	Essential
Computer literate	Desirable

Communication & Relationship Skills	Weighting (Essential or Desirable)
Open minded, treats colleagues and the general public with dignity and respect	Essential
Capacity to work with colleagues at all levels.	Essential
Exemplary personal standards of conduct and behaviour.	Essential
Enthusiasm and inspirational skills.	Essential
Effective communication skills written and verbal	Essential
Able to demonstrate negotiating and influencing skills.	Essential
Able to communicate using different methods (i.e. email etc)	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Effective leadership, good analytical and clinical decision making skills.	Essential
Knowledge of effective people management and change management practices.	Essential
Commitment to evidence based practice.	Essential
Keen to develop own skills and develop paediatric practice	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Effective communication skills written and verbal.	Essential

Ability to prioritise workload	Essential
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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:	Louise Garratt
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