

Person Specification / Interview Score Sheet

Job Title: Band 8a Matron NICU

Accountable to: Head of Nursing & Professions.

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<ul style="list-style-type: none"> • 1st Level Registered nurse/Midwife /AHP on relevant part of the Register. • First degree or equivalent. • Relevant post registration specialist training at masters level equivalent. • Accredited management/leadership training or evidence of practical application of expertise at this level 	<ul style="list-style-type: none"> • Masters degree 			
Experience	<ul style="list-style-type: none"> • Proven track record of operational management in the acute healthcare setting managing a ward / service/ department. Including staff, financial/budgetary and change management. • Experience in the acute healthcare setting in clinical leadership/clinical management position • Formal and informal teaching experience • Experience of holding staff to account for poor performance • Experience of being accountable for the delivery of a clinical/nursing service 	<ul style="list-style-type: none"> • Experience within the Neonatal service • Experience of chairing capability disciplinary hearings. • Experience writing clinical policies and procedures. 			

<p>Technical Skills Competencies</p>	<ul style="list-style-type: none"> • Ability to demonstrate expert clinical and nursing knowledge. • Detailed knowledge of current nursing issues. • Ability to effectively manage resources to deliver sustained improvement • Budgetary experience • Ability to analyse complex information and provide a range of options to share information to the wider team. • Ability and experience of delivering highly sensitive or distressing news to patients, relatives and staff • Ability to use IT systems for clinical care including Badgernet. 	<ul style="list-style-type: none"> • Evidence of advanced leadership qualities. • Demonstrable experience of achieving financial savings without compromising clinical care. • Ability to write reports. • Ability to write effective business cases 			
<p>Knowledge</p>	<ul style="list-style-type: none"> • Extensive knowledge of National and Local NHS care and Nursing & Midwifery agenda • Highly developed specialist knowledge for field of practice, underpinned by theory and experience. 				
<p>Other requirements specific to the role</p>	<ul style="list-style-type: none"> • Ability to work flexible hours and fulfil commitments of Matron rota. • Ability to prioritise workload effectively. 				
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills with good listening skills; • High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude • Team player and able to work collaboratively. • Committed to improving clinical care. • Emotionally resilient and able to work effectively in a rapidly changing environment. 				
<p>Language requirement</p>	<ul style="list-style-type: none"> • Be able to speak English as necessary to undertake the role 	<p>Total Score</p>			

Scoring Key:	
1	Does not meet criteria
2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

*HI – How Identified	
A	Application form
I	Interview
T	Test
P	Presentation