



## PERSON SPECIFICATION

### Matron - Intrapartum Care

| Factors                                    | Essential   | Desirable                          | Assessed by:                   |
|--|---|------------------------------------|--------------------------------|
| <b>Attitude, Behaviour and Values</b>      | <ul style="list-style-type: none"> <li>• Always puts patients first</li> <li>• Customer service focus</li> <li>• Willing and able to take personal responsibility</li> <li>• Demonstrates passion for excellence</li> <li>• Seeks out and takes opportunities for improving the service offered</li> <li>• Takes pride in their work and their team</li> <li>• Flexible in their attitudes and behaviours to support team working and delivery of objectives</li> <li>• Respects, values and cares for others</li> <li>• Supports learning and development of self and others</li> <li>• Supports and promotes equality and diversity</li> </ul>  | •                                  |                                |
| <b>Qualifications and Further Training</b> | <ul style="list-style-type: none"> <li>• Registered Midwife with the Nursing &amp; Midwifery Council or Health Professions Council</li> <li>• Master's degree in nursing and Midwifery or health related field or evidence of working at this level.</li> <li>• Leadership Training</li> <li>• Demonstrates evidence of ongoing continuous professional development.</li> <li>• Training in Managing Conduct., Health, Sickness &amp; Performance, Recruitment &amp; Selection, Appraisal etc</li> <li>• Training in Obstetric Emergencies and Human Factor Training</li> </ul>   |                                    | Application form and interview |
| <b>Experience</b>                          | <ul style="list-style-type: none"> <li>• Extensive post registration experience with considerable experience at senior level.</li> <li>• Ability to establish good working relationships and networks</li> <li>• Proven leadership/ management experience</li> <li>• Demonstrate recent experience of managing change in either processes and/or service development</li> <li>• Ability to represent the service and contribute effectively at external meetings such as LMNS</li> <li>• Understanding of NMC Code of Practice and requirements of it for the practice &amp; behaviour and its application to the management of staff and self.</li> <li>• Proven track record in improving patient experience and gaining patient/public views.</li> <li>• Experience in delivering Clinical Governance, Risks and Safety management.</li> <li>• Proven experience leading investigations into complex complaints and clinical incidents.</li> <li>• Safeguarding experience.</li> </ul> | • Experienced in setting standards | Application form and Interview |

|                           |  |  |                                |
|---------------------------|--|--|--------------------------------|
|                           | <ul style="list-style-type: none"> <li>• Track record of achieving change in clinical practice and organisational practice.</li> <li>• Experience in contributing at corporate level.</li> <li>• Experienced and competent in budgetary control and business planning.</li> <li>• Experienced and competent in producing complex reports.</li> </ul>   |  |                                |
| <b>Knowledge</b>          | <ul style="list-style-type: none"> <li>• Sound knowledge of national professional agenda</li> <li>• Strategic understanding of national and local healthcare agendas and their implications</li> <li>• Knowledge of national and local diversity issues</li> <li>• Evidence based knowledge</li> </ul>   |  | Application form and interview |
| <b>Skills</b>             | <ul style="list-style-type: none"> <li>• Confident in all midwifery skills including labour ward skills</li> <li>• Excellent leadership skills</li> <li>• Excellent written and verbal communicator</li> <li>• Computer skills including use of spreadsheets and databases</li> <li>• Analytical and problem solving skills</li> <li>• Hold an aerial view of the maternity service as a whole</li> <li>• Competent and confident in performance management and development of teams and individuals</li> <li>• Able to gain credibility with and influence fellow clinicians, managers and speciality leads – including influencing clinical changes where appropriate.</li> </ul> <p>Must be able to demonstrate, in relation to patients, visitors, colleagues and other individuals connected with the Trust and NHS:</p> <ul style="list-style-type: none"> <li>• You have knowledge &amp; awareness of diversity and human rights as appropriate to your role</li> <li>• You are able to communicate effectively to ensure high standards of care, treatment, service or support as appropriate to your role,</li> <li>• Patient facing roles -be able to understand an individual's communication, physical &amp; emotional needs; recognise their needs and preferences</li> <li>• Able to provide a customer focussed service and able to multi-task</li> </ul> |  | Application form and interview |
| <b>Other requirements</b> | <ul style="list-style-type: none"> <li>• Able to inspire, motivate and influence others</li> <li>• Able to prioritise and delegate</li> <li>• Keen to empower others</li> <li>• High level of energy, stamina and enthusiasm</li> <li>• Able to work under pressure and to meet deadlines</li> <li>• Able to work on own initiative</li> <li>• A team player</li> <li>• Highly credible and able to command respect</li> <li>• Flexible and adaptive</li> <li>• High integrity</li> <li>• Able to demonstrate that you are honest, reliable and trustworthy</li> <li>• Treat patients, visitors, colleagues with respect</li> <li>• Ability to travel between Trust sites</li> </ul> <p>Ability to be flexible to meet the needs of the team, the service and the Trust</p>  |  |                                |

