

PERSON SPECIFICATION

Job Title:	Family Integrated Care Lead	AFC No.: N0996
Band:	7	
Department:	Neonatal Unit	
Group:	Women's & Children's	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	<ul style="list-style-type: none"> Evidence of implementing change in clinical practice Experience in audit and implementing evidence based care. Experience of delivering education to staff / colleagues Evidence of professional leadership/management experience Extensive experience of developmentally appropriate care Experience of delivering education to neonatal families 	A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> Delivering training and education to MDT/families 	
QUALIFICATIONS	<ul style="list-style-type: none"> Registered Nurse (RN) or Child Branch (RNC) or Registered Midwife (RM) Specialist Neonatal Intensive Care qualification Professional knowledge acquired through degree/ diploma level training plus further study or working towards Mentor and assessor qualification/alternative clinical teaching course. Demonstrable CPD Current Neonatal Life Support Course Leadership course/qualifications or experience 	A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> Relevant specialist training e.g. FINE, Baby Friendly Train the Trainer 	A/I

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
KNOWLEDGE	<ul style="list-style-type: none"> Up to date knowledge of current neonatal clinical and professional standards A good understanding of current standards relating to the NHS. Ability to evaluate effectiveness of learning activities and identify how it could be improved. Strong IT skills of MS Word, Office and Excel to produce training materials and reports. A good understanding of holistic/family centred care Knowledge of clinical governance and committed to clinical supervision and staff development. Awareness of key principles of risk management. 	A/I A/I A/I R/I	<ul style="list-style-type: none"> Relevant specialist knowledge into neonatal care standards 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> Maturity and self-awareness Creative, lateral thinker Have a confident approach and the ability to empower and instil confidence in others. Enthusiastic, motivated and able to motivate others. Calm and objective. Flexible and positive approach to work Ability to work across a number of clinical areas. Be able to encourage and support staff in difficult circumstances. Ability to treat everyone with whom s/he comes into contact with dignity and respect. To be able to use a holistic approach to neonatal care. 	R/I A/I A/I A/I A/I A/I A/I A/I		

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MANAGEMENT / SUPERVISION / COORDINATION SKILLS	<ul style="list-style-type: none"> • Able to use initiative and make decisions. • Able to recognise own limits and work within those limits of competence. • Effective leadership skills • Good management of own and others time • Sound clinical skills. • Ability to prioritise and meet deadlines. • Ability to support others in maintaining health, safety and security. • Able to undertake staff appraisals. • Able to assess student nurse and support workers. • Able to give constructive feedback to colleagues and support colleagues to learn from mistakes. 	R/I R/I R/I R/I R/I R/I A/I		
WRITTEN SKILLS	<ul style="list-style-type: none"> • Able to maintain accurate records. • Ability to write complex reports. • Formulate policies and guidelines for the unit. • Appropriately note taking in difficult circumstances 			
COMMUNICATION / VERBAL SKILLS	<ul style="list-style-type: none"> • Excellent verbal communication and interpersonal skills • Ability to work as part of a multi-disciplinary team. • Ability to work alone and as a member of a team. • Ability to negotiate and influence decision making. • Liaising and working collaboratively with the neonatal network. • Visiting other units to work with a range of multi-disciplinary teams such as children's psychologist. • Confident with all ranges of contact including face to face, telephone and email. 	R/I R/I R/I R/I A/I A/I		
RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES	<ul style="list-style-type: none"> • Validate bank and agency shifts. • Monitor and maintain stock levels. 		<ul style="list-style-type: none"> • Relevant cost improvement initiative discussed or sourced within local unit 	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
PHYSICAL SKILLS	<ul style="list-style-type: none"> • Demonstrate safe handling of patients. • Manual dexterity / manipulation skills 	A/I A/I		
MENTAL EFFORT	<ul style="list-style-type: none"> • High level of observational skills • Ability to work under pressure with competing priorities. • Ability to maintain concentration under stressful situations. • Ability to work independently with effective time management. • Assist colleagues with clinical patient care at times of high acuity/intensive care requirement. 			
WORKING CONDITIONS	<ul style="list-style-type: none"> • Able to work in a busy environment with high patient acuity and specialist care delivery. • Ability to recognise when colleagues require assistance and support within the clinical work area. • Assist colleagues with clinical patient care at times of high acuity/intensive care requirement. • Ability to work shift patterns. 			
EMOTIONAL EFFORT	<ul style="list-style-type: none"> • Support junior staff in stressful and vulnerable situations, e.g. terminally ill babies. • Be able to take responsibility for imparting sensitive information to parents and carers. 			
Other – Trust Values	<ul style="list-style-type: none"> • Effective open communication • Excellence and safety in all that we do • Challenge but support. • Expect respect and dignity. • Local healthcare that inspires confidence 	I I I I I		

Key: A – Application / I - Interview / P - Presentation / T – Test / R – References