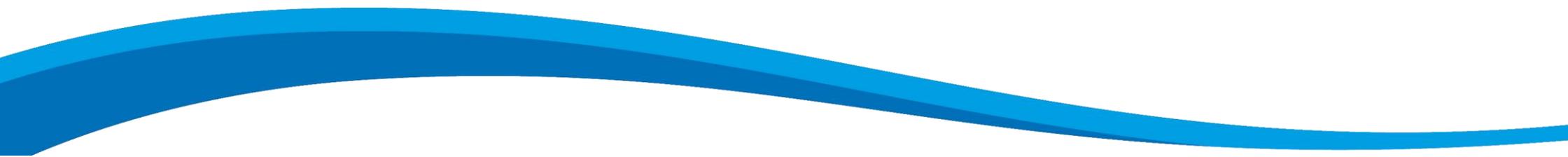


Person Specification

| | | | | | |
|-------------------|---|-----------------------------|------------------------|--------------|--------|
| Job Title: | Neonatal Family Care Sister/ Charge Nurse | Division/Department: | Family Health/Neonatal | Band: | Band 7 |
|-------------------|---|-----------------------------|------------------------|--------------|--------|

| Criteria | Essential | Desirable | Stage Measured at: A = Application I = Interview T = Test |
|--|---|------------------------------------|---|
| Commitment to Trust Values and Behaviours | Must be able to demonstrate behaviours consistent with the Trust's behavioural standards | | A, I |
| Training & Qualifications | Current 1 st level registered nurse with UK Nursing & Midwifery Council Mentor/assessor qualification Degree Level (3 or above) qualification in nursing Recognised neonatal intensive and special care qualification, or equivalent NLS provider | | A,I Professional Profile |
| Experience | Experience of operational management and leadership Able to deliver neonatal clinical care across a range of newborn clinical needs. Deal effectively with clinical issues within defined procedures/guidelines Practical experience of teaching small groups and multi-professional teams Evidence of leading change and able to demonstrate implementation of new ways of working within a team | Participation in research projects | A,I |

| | | | |
|---|--|---|-------------------|
| | <p>Knowledge of patient safety programmes, Root Cause Analysis and Datix investigations Work as a lone worker</p> | | |
| <p>Communication and Relationship skills</p> | <p>Demonstrable negotiating and influencing skills The ability to deal with interpersonal conflict Team player who can initiate, facilitate and complete projects Experience of supporting individuals and the team to achieve objectives of the organisation</p> | <p>Able to present and receive complex information to a multi-professional audience</p> | <p>A,I</p> |
| <p>Analytical and Judgement skills</p> | <p>Ability to respond to, prioritise and analyse complex problems/situations and ensure effective interventions are put in place Ability to generate and present Trust and directorate level reports and documents Involvement in clinical audits and the development of action plans Application and interpretation of quality standards / benchmarks</p> | <p>Evidence of data collection, evaluation and analysis</p> | <p>A,I</p> |



| | | | |
|---|---|--|------------|
| <p>Planning and organisation skills</p> | <p>Able to manage time effectively Can formulate short and long term objectives Ability to lead and remodel professional development and education programmes across the speciality Provide training and education in a range of subjects</p> | | <p>A,I</p> |
| <p>Physical skills</p> | <p>Able to undertake clinical duties Able to deliver core and enhanced clinical skills Updated in manual handling Able to transfer relevant teaching aids and materials as necessary for the delivery of educational programmes Keyboard skills</p> | | <p>A,I</p> |
| <p>Other requirements specific to the role (e.g. be able to work shifts/on call)</p> | <p>Demonstrate flexibility in working patterns and practices Ability to support colleagues, patients and relatives/carers in distressing circumstances Recruitment and selection of staff Work across all sites and in the community</p> | | <p>A,I</p> |

