Person Specification

JOB TITLE: **Matron Children & Young People Band 8a**

DEPARTMENT: **Paediatric Services**

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW ASSESSED
Education/Qualifications	Registered Children's Nurse (RSCN)/RN (Child) Current NMC registration First Level degree or equivalent level of experience Teaching experience/qualification	Masters qualification in relevant discipline Leadership/Management qualification Previously worked within an operational matron role	Application Form Certificates/Qualifications documents
Knowledge, Training & Experience	Extensive clinical and managerial credibility and experience gained at Band 7 or above in paediatric nursing Demonstrate leadership and management skills Patient focused Ability to manage with complexity and unpredictability, to make difficult decisions and to solve problems Ability to manage resources effectively (esp. financial and human) Ability to work collaboratively and strategically Broad understanding of operational NHS issues Track record of achievement and personal/professional		Application Form Interview Reference

	development		
	Systematic and analytical		
	Developed problem solving skills		
	Financially astute/business aware		
	Competent with basic IT skills		
	Track record of achievement of objectives		
	Experience of embedding robust clinical and corporate systems at local levels		
	Experience of leading and implementing change		
Communication and Interpersonal Skills	Excellent interpersonal skills Excellent presentation skills Evidence of effective working relationships Good verbal and report writing skills		Application Form Interview Reference
Special Attributes and other	Personal Integrity and credibility Approachable and adaptable Hard working and committed to the principles of public sector values		Application Form Interview Reference
Other Requirements	Able to attend meetings off site		Application Form Interview Reference

Organisational Chart

JOB TITLE: **Matron Children & Young People Band 8a**

DEPARTMENT: **Paediatric Services**

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                    ┌─────────────────────┐
                    │   Nurse Director     │
                    └──────────┬──────────┘
                               │
                    ┌──────────┴──────────────┐
                    │  Senior Matron          │
                    │  Paediatrics (Band 8b)  ├────────┐
                    └──────┬───────────┬──────┘        │
                           │           │       ┌───────┴──────────┐
                           │           │       │  Matron          │
                           │           │       │  Paediatrics (Band│
                           │           │       │  8a)             │
                           │           │       └──────────────────┘
              ┌────────────┴───┐   ┌───┴────────────┐
              │ Ward sisters-  │   │ Ward sisters-  │
              │ Paediatrics    │   │ Neonates       │
              │ (Band 7)       │   │ (Band 7)       │
              └────────────────┘   └────────────────┘
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