

## Person Specification & Scoring Sheet

<b>Job Title</b>	Staff Nurse (Paeds)	<b>Band</b>	5
<b>Candidate</b>			

NOTE: Text within this template is guidance for completing the form and must be deleted prior to publishing

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Score</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• RN (Children)</li> <li>• Recent evidence of continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching and Assessing Course</li> <li>• Degree/Diploma Studies</li> <li>• Specialists Skills Course</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience in the relevant speciality of which you are applying</li> <li>• Experience of working independently and as a member of a team</li> </ul>	<ul style="list-style-type: none"> <li>• Post qualification experience</li> <li>• Previous experience in a caring environment</li> <li>• Experience of audit research</li> <li>• Experience of clinical supervision</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent verbal, written and interpersonal communication skills</li> <li>• Ability to maintain and improve standards of care</li> <li>• Ability to challenge unacceptable behaviour or practice in a professional context</li> </ul>	<ul style="list-style-type: none"> <li>• Basic computer skills</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Up to date knowledge of current clinical and professional issues</li> <li>• Knowledge of evidence based practice</li> <li>• Understanding of research/audit</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of resource management</li> <li>• Understanding of education/student requirements</li> <li>• Experience of audit research</li> </ul>	
<b>Additional</b>	<ul style="list-style-type: none"> <li>• Flexible and positive approach to work</li> <li>• Ability to demonstrate good attendance record</li> <li>• Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy,</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of clinical supervision</li> </ul>	

	using correct sentence structures and vocabulary, and without hesitation		
<b>WWL Behaviours</b>	<p>When we are:</p> <p><b>Compassionate</b> We take time to show kindness and care to others</p> <p><b>Respectful</b> We recognise that everyone counts and makes a valuable contribution</p> <p><b>Accountable</b> We take personal responsibility for ourselves and our actions</p> <p><b>Collaborative</b> We actively seek opportunities to work in partnership with others</p> <p><b>Forward Thinking</b> We seek out new and creative way of working to make a positive difference.</p>		

<b>Total Score:</b>	
<b>Out of total possible score:</b>	

<b>Comments</b>	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<b>Scoring Key:</b> <ol style="list-style-type: none"> <li>1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria</li> <li>2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria</li> <li>3. Showed more positive than negative evidence of meeting the essential criteria</li> <li>4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria</li> <li>5. Showed multiple clear evidence of meeting all of the essential and desirable criteria</li> </ol>		
<b>Signature:</b>		<b>Date:</b>
<b>Print name:</b>		<b>Position:</b>