






PERSON SPECIFICATION

SCBU Sister/Charge Nurse

Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References, C – Pre-employment checks, O – Other

Criteria	Essential/ Desirable E or D	Method of Assessment
Experience and Knowledge <ul style="list-style-type: none"> • 2 years post registration from specialist Neonatal course • Current professional clinical experience • Ability to successfully manage people and change • A knowledgeable clinician with the ability to apply evidence based practice • A good insight into management and structure of Neonatal networks • A sound knowledge of professional policies and procedures • Knowledge of clinical governance & a commitment to clinical supervision and staff development • Child Protection • Hygiene code • Experience in HR and Management Related Issues • Resource Management • Neonatal Transport • Enhanced Neonatal course 	E E E E E E E E E D D D D	A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I
Qualification and Professional Training <ul style="list-style-type: none"> • Current Professional Registration • First level degree or willingness to undertake • Evidence of continuous professional development • Relevant qualification in speciality • Teaching and assessing qualification • NLS Course • Counselling Course 	E E E E E E E D	A A A A A A A A
Skills and Abilities <ul style="list-style-type: none"> • IT skills • Patient focused • Excellent communication/ report writing/ documentation skills • Able to prioritise and meet deadlines effectively • Good management of own and others time • Able to use initiative and make decisions • Analyses problems and implements effective and appropriate solutions • Effective use of resources • A good understanding of current issues relating to the NHS. • Experience in Policy/Service Development 	E E E E E E E E D D	A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I

<ul style="list-style-type: none"> Knowledge of HR policies and procedures 	D	A/I
Personal Qualities <ul style="list-style-type: none"> Professional at all times Motivated and able to motivate others Calm and objective Approachable Good interpersonal skills Ability to deal with difficult/sensitive situations Have a confident approach, and the ability to inspire confidence 	E E E E E E D	A/I/R A/I A/I A/I A/I/R A/I A/I
Other <ul style="list-style-type: none"> A commitment to Equal Opportunities Flexibility in shift working hours including weekends / bank holidays and a rotation onto night duty Satisfactory attendance record in accordance with trust policies. Enhanced police check 	E E E E	I/R/C I/R/C I/R/C I/R/C
Trust Values <div>  <div>Effective open communication</div> </div> <div>  <div>Excellence and safety in all that we do</div> </div> <div>  <div>Challenge but support</div> </div> <div>  <div>Expect respect and dignity</div> </div> <div>  <div>Local healthcare that inspires confidence</div> </div>	All Essential	All Interview