

# Person Specification

<b>Job Title:</b>	<b>Deputy Sister/Charge Nurse</b>
<b>Grade:</b>	<b>Band 6</b>
<b>Reports To:</b>	<b>Ward Manager</b>

Criteria	Essential or Desirable Criteria	Assessment Method				
		A	I	T	R	
<b>Education and Qualifications</b>						
<input type="checkbox"/> RN Adult or equivalent with current NMC registration	E		✓			✓
<input type="checkbox"/> Teaching/Mentoring qualification	E		✓			
<input type="checkbox"/> Diploma or Degree level studies or equivalent knowledge	E		✓			
<input type="checkbox"/> Demonstrable evidence of continuing professional development	E		✓	✓		
<b>Experience</b>						
<input type="checkbox"/> Recent experience working at Band 5 within specialty in an acute setting with the ability to demonstrate up-to-date evidenced based practice	E		✓	✓	✓	✓
<input type="checkbox"/> Experience of managing people	D		✓			
<input type="checkbox"/> Experience of managing difficult situations	D			✓		
<input type="checkbox"/> Experience mentoring and/or teaching	E			✓		
<input type="checkbox"/> Evidence of participation in audit and/or benchmarking	D			✓		
<b>Knowledge</b>						
<input type="checkbox"/> Knowledge of NMC codes	E			✓		
<input type="checkbox"/> Demonstrative knowledge of clinical governance framework	E		✓	✓	✓	
<input type="checkbox"/> Knowledge of health and safety in a work environment	E			✓		
<input type="checkbox"/> Understanding of infection prevention and control and evidence of application	E			✓		
<input type="checkbox"/> Knowledge of the Health & Safety at Work Act 1974	E			✓		
<input type="checkbox"/> Knowledge of vulnerable adult and child protection issues	E			✓		
<b>Key Skills</b>						
<input type="checkbox"/> Previous Orthopaedic knowledge & skills	E					
<input type="checkbox"/> Strong evidence of behaviours aligned with the NWA values	E			✓		✓
<input type="checkbox"/> A team player able to work well with others & demonstrate commitment to team objectives and changes in practice	E			✓		
<input type="checkbox"/> Ability to work effectively in a busy environment	E			✓		
<input type="checkbox"/> English language (listening, reading, writing, speaking) proficiency at the level identified by the relevant regulatory body	E		✓	✓		
<input type="checkbox"/> Excellent verbal communication and interpersonal skills, able to deal with stressful and conflict situations demonstrating tact, diplomacy, persuasion as well as authority	E			✓		
<input type="checkbox"/> Good record keeping and written presentation skills	E		✓		✓	

<input type="checkbox"/> Ability to problem solve, anticipate and forward plan	E			✓	✓	
<input type="checkbox"/> Can effectively prioritise & co-ordinate own work and for all staff working on the ward	E			✓	✓	
<input type="checkbox"/> IT and standard keyboard skills	E			✓		
<b>Other</b>						
<input type="checkbox"/> Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs	E			✓		
<input type="checkbox"/> Able to demonstrate behaviours consistent with the Trusts Values and Behaviours	E			✓		
<input type="checkbox"/> Professional appearance & behaviour	E			✓		
<input type="checkbox"/> Good previous attendance record	E					✓
<input type="checkbox"/> Satisfactory enhanced DBS check against vulnerable groups barred lists	E			D 3S		

Assessment Criteria: A = Application, I = Interview, T = Test, R = References