Person specification

Job title	Junior Sister
Salary scale	Band 6
Division	Medicine/Unplanned care

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

Essential: E   Desirable: D

Education and Qualifications	
RGN 1st Level	E/D [delete appropriate]
Diploma/Degree	E/D [delete appropriate]
Relevant post registration course	E/D [delete appropriate]

Skills, knowledge and abilities	
Excellent communication – verbal and written	E/D [delete appropriate]
Phlebotomy and cannulation	E/D [delete appropriate]
Intravenous medication administration	E/D [delete appropriate]
Ability to communicate complex and highly sensitive information to patients and relatives using empathy and reassurance, gain co-operation where required and overcome barriers to understanding	E/D [delete appropriate]
Teaching	E/D [delete appropriate]
Common sense/problem solving	E/D [delete appropriate]
Excellent Clinical skills	E/D [delete appropriate]
Ability to follow through change	E/D [delete appropriate]
Assertiveness & approachable	E/D [delete appropriate]
Dynamic/innovative	E/D [delete appropriate]
Conscientious	E/D [delete appropriate]
Willingness to learn	E/D [delete appropriate]
Ward based teaching	E/D [delete appropriate]
Participates in staff personal development plans	E/D [delete appropriate]

Participates in research and audit	E/D [delete appropriate]
Contributes to hospital/unit wide initiatives	E/D [delete appropriate]
Participates in staff interviews	E/D [delete appropriate]

Experience	
Proven experience and achievements at Band 5 or equivalent	E/D [delete appropriate]
Previous experience within relevant clinical area	E/D [delete appropriate]
Experience of teaching within clinical areas	E/D [delete appropriate]
Experience of implementing change	E/D [delete appropriate]
Demonstrate the ability to deliver enhanced clinical skills and practice	E/D [delete appropriate]
To provide evidence of involvement of service development	E/D [delete appropriate]
Clear Knowledge of role and evidence of leadership	E/D [delete appropriate]
People management	E/D [delete appropriate]
Experience of clinical teaching	E/D [delete appropriate]
Experience of working in an elderly care setting	E/D [delete appropriate]
Experience of caring for patients with dementia/delirium	E/D [delete appropriate]

Personal qualities	
Flexible & Adaptable working on a rotational basis	E/D [delete appropriate]
Ability to work well under pressure	E/D [delete appropriate]
Team Player	E/D [delete appropriate]

Other Factors	
Ability to fulfil the travel requirements of post	E/D [delete appropriate]
Able to meet Moving & Handling requirements of job with any aids or adaptions that may be required	E/D [delete appropriate]

1. Advertisement

[job title]

The Hillingdon Hospitals NHS Foundation Trust

We have over 3,500 members of staff that are proud to care for nearly half a million people across the Borough of Hillingdon, with a vision to be an outstanding provider of healthcare - our mission is to provide high quality, safe and compassionate care, improving the health and wellbeing of the people we serve.

Job Summary
The post holder will be responsible for managing the day to day clinical activities carried out on the ward. The role will hold key responsibility for shift management and ensuring appropriate staff and skill mix across the ward on a daily basis to ensure excellent delivery of patient care. The post holder will act as a role model for junior members of the team in the delivery of high standards of nursing care. The post holder will be a bleep holder and be expected to deal with complaints and queries from staff, patients and relatives. The post holder will also be expected to deputise for the supervisory ward Sister/Charge Nurse during episodes of absence. This is an exciting opportunity to join us as the Junior Sister Band 6.

For further information please contact [recruiting manager], [recruiting manager's job title] at [recruiting manager's email address].

The closing date for applications is [enter closing date] with interviews taking place [enter date of interviews].