

Royal Brompton Hospital
Harefield Hospital
Guy's Hospital
St Thomas' Hospital
Wimpole Street

PERSON SPECIFICATION

GENERAL INFORMATION

Post: Matron for Older people and Complex care

Grade: 8A

Directorate/Department: Director of Nursing

REQUIREMENTS	ESSENTIAL	DESIRABLE
EDUCATION & QUALIFICATIONS	<ul style="list-style-type: none"> • Registered Healthcare professional e.g. HCPC, NMC • Degree level qualifications • Obtained or working towards postgraduate qualification up to Masters level in relevant subject area 	<ul style="list-style-type: none"> • Leadership qualification or ability to demonstrate equivalent experience
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> • Experience of working in older people's services • Experience of setting up services and initiatives for older people e.g. falls bundle, dementia care • Experience in development of policies, guidelines and protocols • Experience in leading a team/service coordinating discharge of patients with complex needs • Knowledge of the discharge process, experience of dealing with complex discharges 	<ul style="list-style-type: none"> • Experience in project management • Experience in service development • Experience in quality improvement methodology • Ability to demonstrate where quality has been improved in a clinical service

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	<p>and the continuing care process</p> <ul style="list-style-type: none"> • Experience in working in acute hospital settings; • Knowledge of community services provision • Experience of staff management and supervision • Experience in change management • Audit or research experience • Experience of writing reports for Trust-level committees 	
<p>SKILLS & ABILITIES</p>	<ul style="list-style-type: none"> • Exceptionally good communication skills • Ability to deal with emotionally challenging situations • Ability to balance competing priorities and meet personal and targets within a fluctuating and demanding workload • Experience in conducting audits • Ability and willingness to work with staff of all professional groups and level of seniority • Proven experience in supervision of trained staff • Proven experience in developing and delivering teaching programs/sharing knowledge e.g. in Older Persons' care and complex discharge 	<ul style="list-style-type: none"> • Demonstrate ability to work effectively across departments/ teams

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	<ul style="list-style-type: none"> • Proven evidence of leadership in multi-professional teams • Evidence of applying current research to practice • Able to demonstrate a working knowledge in standard setting and quality management • Understanding of Microsoft office including Excel and PowerPoint • Able to manage difficult situations effectively • Able to prioritise and meet deadlines • Able to use own initiative and to work without supervision • Demonstrate the ability to compile complex written information 	
<p>PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> • Excellent communication skills • Ability to adapt to the changing needs of service • Approachable • Enthusiastic • Committed to service • Kind and compassionate • Motivated and able to motivate others • Calm and objective • Punctual • Caring nature • Able to work cross-site 	
<p>OTHER REQUIREMENTS</p>	<ul style="list-style-type: none"> • Reliable work record • UK work permit 	

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Date: March 2024 CW & CM