









Assessment Criteria	Essential	Desirable	Identified
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Extensive experience in a senior nursing role within an Emergency Department or equivalent experience</li> <li>• Management of a team</li> <li>• Staff appraisals</li> </ul>	<ul style="list-style-type: none"> <li>• Managing staff performance</li> <li>• Managing sickness and absence</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Qualifications/Training</b>	<ul style="list-style-type: none"> <li>• Registered General Nurse/ Registered Children's Nurse (as relevant to role)</li> <li>• ENP qualification (relevant to role)</li> <li>• First level degree or working towards health related studies</li> <li>• Leadership qualification or relevant evidence of leadership experience</li> <li>• Mentorship in practice or equivalent qualification</li> <li>• Current Adult and Paediatric Life Support Resuscitation training</li> <li>• Child Protection training</li> <li>• Safeguarding Adults training</li> </ul>	<ul style="list-style-type: none"> <li>• ALS/EPLS/ATNC/TNCC or working towards</li> <li>• Qii training</li> </ul>	<ul style="list-style-type: none"> <li>• Application form / NMC</li> <li>• Qualifications reviewed/discussed at Interview</li> </ul>
<b>Personal Attributes &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate positive verbal and written communication skills with multi-disciplinary team/client/relatives</li> <li>• Professional attitude</li> <li>• Positive attitude to work</li> <li>• Able to manage own time</li> <li>• Ability to lead a team</li> <li>• Able to cope in difficult situations</li> <li>• Well -developed communication skills</li> <li>• Teaching and presentation skills</li> </ul>		<ul style="list-style-type: none"> <li>• Self-presentation</li> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Able to accommodate the demands of an acute environment</li> <li>• Computer and keyboard skills</li> <li>• Provide evidence of promoting an environment of innovation and continuous improvement</li> <li>• Evidence of involvement in service development and quality improvement</li> <li>• Demonstrate an understanding of leadership skills and the provision of an environment which encourages empowerment</li> <li>• Current legislation relating to emergency care</li> <li>• Current nursing issues that affect practice</li> <li>• Risk management</li> <li>• Infection control</li> <li>• Complaint management and conflict resolution</li> <li>• Knowledge of major incidence management</li> <li>• Change management</li> <li>• Shift and team management</li> <li>• Key performance quality indicators</li> </ul>		
<b>Demonstrates our We Care values and the DBTH Way</b>	 Demonstrate an understanding of the importance of quality of care.  Demonstrate that you will be open to improving everything that you do.  Be accountable for own actions and those of their team.		

	 Demonstrate that everyone's contribution is valued.  Have an ability to work efficiently, effectively and professionally in a multidisciplinary team.  Work to ensure the care group/directorate improves efficiency and reduces waste.  Displays networking skills.  Have an ability to consider and implement new solutions.		
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## PERSON SPECIFICATION

***Job Title: Lead Nurse / Paediatric Lead / ENP Lead - ED***



Key for 'Identified': AF = Application form, In = Interview, P = Presentation, REF= References, CERT=Certificates