

“Creating a great place to be cared for and a great place to work.”



**University Hospitals of  
Morecambe Bay**  
NHS Foundation Trust

<b>PERSON SPECIFICATION</b>		
<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education and qualifications</b>	<p>1st level registered nurse.</p> <p>Recent post basic clinical qualification in relevant clinical area.</p> <p>Mentoring / assessing qualification or Teaching qualification eg City &amp; Guilds, Professional Trainers Certificate.</p>	<p>Recent leadership development or willingness to work towards a leadership qualification.</p> <p>ECDL or equiv</p>
<b>Experience</b>	<p>Recent relevant experience at senior level within the speciality.</p> <p>Evidence of clinical competence in speciality.</p> <p>Able to assume a lead clinical role as appropriate.</p> <p>Understanding of the setting and monitoring of standards.</p> <p>Evidence of teaching and developing staff.</p> <p>Able to work as a member of the multidisciplinary clinical team.</p>	
<b>Skills, ability and knowledge</b>	<p>Demonstrable appropriate/ specific clinical skills to designated area, e.g:</p> <ul style="list-style-type: none"> <li>• ILS / ALERT</li> <li>• Peripheral venous cannulation</li> <li>• Physical assessment skills</li> <li>• IV Administration</li> <li>• Venepuncture</li> <li>• ECG</li> </ul>	

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	<p>Ability to prioritise and demonstrate time management and organisational skills in managing self and others</p> <p>Demonstrate ability to obtain and evaluate information to aid decision making and to develop others in this area.</p> <p>Ability to manage the care of a wide variety of patient conditions.</p> <p>Understanding of clinical governance and its application.</p> <p>Ability to develop standards of care.</p> <p>Committed to CPD of self and others.</p> <p>Demonstrate people management skills including:</p> <ul style="list-style-type: none"> <li>• Motivation of staff and team building</li> <li>• Negotiation</li> <li>• Decision Making</li> <li>• Leadership</li> <li>• Staff development</li> <li>• Conflict and problem solving</li> </ul> <p>Understanding of current NHS issues</p> <p>Initiate and manage change</p> <p>Excellent communication skills both verbal and written</p> <p>Ensures that own actions support equality, diversity, rights and maintain quality</p>	
<p><b>Personal Qualities</b></p>	<p>Adaptable to the changing needs of the service.</p> <p>Self motivated, enthusiastic, innovative, flexible.</p> <p>Approachable, open style of management.</p>	

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	Assertive.  Able to deal with difficult and sensitive situations with tact and diplomacy	
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