



## PERSON SPECIFICATION

**Post Title:** Sister/Charge Nurse

**Band:** 6

**Department, Location:** Pre-operative Assessment Clinic, St Lukes Hospital

***An Equal Opportunity Employer***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*



**We are Bradford:** we value diversity and champion inclusion

**E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.**

As a minimum a candidate must meet the essential criteria for the post to be recruited.

<b>Experience</b>	<b>How Identified</b>	<b>E/D</b>
Post registration experience at Band 6, including experience of working in a relevant clinical specialty	Application Form/Interview	E
Change management skills and experience.	Application form/Interview	E
Management of clinical risk experience	Application Form/Interview	E
Practice Development knowledge/experience	Application Form/Interview	D
Experience of leading/managing a team of staff	Application Form/Interview	D
Experience in a range of clinical specialties	Application Form/Interview	E

<b>Skills</b>	<b>How Identified</b>	<b>E/D</b>
Includes; Analytical & judgemental Skills, Communication & Relationship Skills, Physical Skills,	Interview	E
Good verbal and written command of English	Application Form/Interview	E
Computer literacy including email, data entry, PowerPoint	Application Form	E
Leadership & communication skills	Application Form/Interview	E

Leadership course/qualification	Application Form/Interview	E
Excellent time management and organisation skills	Application Form/Interview	E
Effective listening and interpersonal skills	Application Form/Interview	E
Presentation skills	Application Form/Interview	D
Appraisal Skills	Application Form/Interview	E

<b>Knowledge</b> Includes; Knowledge & Training	<b>How Identified</b>	<b>E/D</b>
Understanding of Information Governance and Confidentiality	Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues.	Interview	E
Knowledge of change management processes	Application form/Interview	E
Knowledge and understanding of application of relevant National Guidance e.g. National Service Frameworks, NICE etc	Application Form/Interview	E
Comprehensive knowledge of the NHS national and Trust's targets and priorities	Application Form/Interview	E
In depth knowledge and understanding of the needs of the specific patient group	Application Form/Interview	E
Evidence of current CPD	Portfolio/Log Book	E
Recruitment and Selection, Appraisal and other relevant HR/People management training	Application Form	E

<b>Qualifications</b> - In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.	<b>How Identified</b>	<b>E/D</b>
RGN	PIN/Application Form	E
Post registration qualification / training in area of clinical speciality	Application form	D
Teaching and assessing qualification eg. ENB 6590 (998) or equivalent	Application Form	E
Diploma/Degree in Nursing or equivalent experience	Application Form	E
ENB Courses applicable to specialism	Application Form	D

<b>Values and Behaviours</b> (some of these standard core values may be demonstrated in meeting other criteria cited on this person)	<b>How Identified</b>	<b>E/D</b>
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specification)		
We are one team <ul style="list-style-type: none"> <li>• We trust each other and work together</li> <li>• We talk clearly and honestly.</li> <li>• We make every penny count.</li> <li>• We get better all the time</li> </ul>	Application form/ Interview/ Test	E
We care <ul style="list-style-type: none"> <li>• We are kind and compassionate.</li> <li>• We take ownership and keep our word.</li> <li>• We are passionate, proud and committed.</li> <li>• We say thank you.</li> </ul>	Application form/ Interview/ Test	E
We value people <ul style="list-style-type: none"> <li>• We respect each other and our patients</li> <li>• We embrace difference</li> <li>• We support each other</li> <li>• We say when we have done well and learn from mistakes</li> </ul>	Application form/ Interview/ Test	E

<b>Other Requirements:</b> Includes; Working Conditions	<b>How Identified</b>	<b>E/D</b>
Able to fulfil Workplace Health & Wellbeing requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Health Declaration. Health Screening (only if required, subject to Rise Assessment). Immunisation Assessment in the first week of work	E