

Person Specification

Job Title: Registered Nurse

Grade: Band 5

Criteria	Essential or		Assessment Method			
	Desirable Criteria		A	I	T	R
Education and Qualifications						
Registered Nurse	E		✓	✓		
Mentorship qualification		D	✓	✓		
Experience						
Previous experience in an elective/day surgery unit	E		✓	✓		
Understanding of <ul style="list-style-type: none">• Accountability and responsibility• Evidence based practice• Reflective practice	E			✓		
Competence in clinical skills relevant to a staff nurse post including the clinical decision making process	E			✓		
Evidence of working at a senior band 5 level.	E		✓	✓		
Ability to function as part of a multidisciplinary team	E			✓		
Mentorship experience		D	✓	✓		
ALERT		D	✓	✓		
ILS		D	✓	✓		
Skills/Ability and Knowledge						
Ability to communicate effectively both verbally and written with people at all levels	E		✓	✓		
Ability to recognise incorrect or ineffective practice	E			✓		
Awareness of issues relating to healthcare provision	E			✓		
Awareness of current professional issues both national and local	E			✓		
Knowledge of holistic care	E			✓		
Awareness of HR policies		D		✓		
Ability to assess the competence of others		D		✓		
Confidence to address poor or ineffective practice		D		✓		
Qualities/Attributes/Other						
Organised and able to work under pressure	E			✓		
Able to meet deadlines	E			✓		
Willingness to embrace change to meet the short and long term needs of Daisy ward and the Procedure Unit	E			✓		
Team player	E			✓		
Able to inspire and motivate others		D		✓		
A flexible approach to work	E			✓		
A desire to learn and develop new skills	E			✓		
IT literate		D	✓	✓		

Assessment Criteria: A = Application, I = Interview, T = Test, R = References