






PERSON SPECIFICATION Band 7 Ward Manager NP593A

Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References, C – Pre-employment checks, O - Other

Criteria	Essential or Desirable	Assessment
Experience and Knowledge <ul style="list-style-type: none"> • Experience at band 6 in an acute clinical setting and exposure to gastroenterology services • Ability to demonstrate clinical and professional knowledge. • Evidence of leadership and change management • Evidence of managing own workload with excellent time management skills • Demonstrates the ability to effectively manage resources. • Evidence of Quality Improvement methodology • Understanding of the principles of Clinical Governance 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p>	<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF</p> <p>AF/I</p>
Qualification and Professional Training <ul style="list-style-type: none"> • Relevant current professional qualification • Teaching/Leadership Qualification • Evidence of continuous professional development • Educated to degree level in Nursing. • Demonstrates experience within the strategic planning process. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>
Skills and Abilities <ul style="list-style-type: none"> • Proven advanced clinical knowledge and skills. • Excellent presentation, communication, and interpersonal skills • Ability to lead and motivate staff. • Ability to facilitate change through personal development of staff. • Supporting quality monitoring processes • Able to identify risks, potential risks and advise on solutions to mitigate these. • Good IT skills including knowledge of Microsoft Word and Excel • An understanding of organizational management issues 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p>

Personal Qualities <ul style="list-style-type: none"> Ability to form positive working relationships. Ability to achieve goals and meet deadlines. Flexible and able to work within a challenging environment, meeting the needs of the service. 	E E E	I I I
Other <ul style="list-style-type: none"> Passes Occupational Health clearance. Good attendance record 	E E	C C
Trust Values <div>  Effective open communication </div> <div>  Excellence and safety in all that we do </div> <div>  Challenge but support </div> <div>  Expect respect and dignity </div> <div>  Local healthcare that inspires confidence </div>	All Essential	All Interview