



PERSON SPECIFICATION

Matron - Intrapartum Care

Factors	Essential	Desirable	Assessed by:
Attitude, Behaviour and Values	<ul style="list-style-type: none"> Always puts patients first Customer service focus Willing and able to take personal responsibility Demonstrates passion for excellence Seeks out and takes opportunities for improving the service offered Takes pride in their work and their team Flexible in their attitudes and behaviours to support team working and delivery of objectives Respects, values and cares for others Supports learning and development of self and others Supports and promotes equality and diversity 	•	
Qualifications and Further Training	<ul style="list-style-type: none"> Registered Midwife with the Nursing & Midwifery Council or Health Professions Council Master's degree in nursing and Midwifery or health related field or evidence of working at this level. Leadership Training Demonstrates evidence of ongoing continuous professional development. Training in Managing Conduct., Health, Sickness & Performance, Recruitment & Selection, Appraisal etc Training in Obstetric Emergencies and Human Factor Training 		Application form and interview
Experience	<ul style="list-style-type: none"> Extensive post registration experience with considerable experience at senior level. Ability to establish good working relationships and networks Proven leadership/ management experience Demonstrate recent experience of managing change in either processes and/or service development Ability to represent the service and contribute effectively at external meetings such as LMNS Understanding of NMC Code of Practice and requirements of it for the practice & behaviour and its application to the management of staff and self. Proven track record in improving patient experience and gaining patient/public views. Experience in delivering Clinical Governance, Risks and Safety management. Proven experience leading investigations into complex complaints and clinical incidents. Safeguarding experience. 	• Experienced in setting standards	Application form and Interview

	<ul style="list-style-type: none"> • Track record of achieving change in clinical practice and organisational practice. • Experience in contributing at corporate level. • Experienced and competent in budgetary control and business planning. • Experienced and competent in producing complex reports. 		
Knowledge	<ul style="list-style-type: none"> • Sound knowledge of national professional agenda • Strategic understanding of national and local healthcare agendas and their implications • Knowledge of national and local diversity issues • Evidence based knowledge 		Application form and interview
Skills	<ul style="list-style-type: none"> • Confident in all midwifery skills including labour ward skills • Excellent leadership skills • Excellent written and verbal communicator • Computer skills including use of spreadsheets and databases • Analytical and problem solving skills • Hold an aerial view of the maternity service as a whole • Competent and confident in performance management and development of teams and individuals • Able to gain credibility with and influence fellow clinicians, managers and speciality leads – including influencing clinical changes where appropriate. <p>Must be able to demonstrate, in relation to patients, visitors, colleagues and other individuals connected with the Trust and NHS:</p> <ul style="list-style-type: none"> • You have knowledge & awareness of diversity and human rights as appropriate to your role • You are able to communicate effectively to ensure high standards of care, treatment, service or support as appropriate to your role, • Patient facing roles -be able to understand an individual's communication, physical & emotional needs; recognise their needs and preferences • Able to provide a customer focussed service and able to multi-task 		Application form and interview
Other requirements	<ul style="list-style-type: none"> • Able to inspire, motivate and influence others • Able to prioritise and delegate • Keen to empower others • High level of energy, stamina and enthusiasm • Able to work under pressure and to meet deadlines • Able to work on own initiative • A team player • Highly credible and able to command respect • Flexible and adaptive • High integrity • Able to demonstrate that you are honest, reliable and trustworthy • Treat patients, visitors, colleagues with respect • Ability to travel between Trust sites <p>Ability to be flexible to meet the needs of the team, the service and the Trust</p>		

