

Person Specification

Job Title:	Deputy Sister/Charge Nurse – Ward A4
Grade:	Band 6
Reports To:	Ward Manager

Criteria	Essential (E) or Desirable Criteria (D)		Assessment Method			
			A	I	T	R
Education and Qualifications						
• 1st Level NMC Registration	E		•			
• Evidence of leadership qualities	E		•			
• Relevant surgical experience	E		•			
• Mentorship qualification or equivalent		D	•			
• Expert clinical role model who is committed to improvement of standards and patient care	E			•		
• Management/leadership certification		D	•			
• Recent ILS training		D	•			
Experience						
• Experience at Senior Staff Nurse level	E					
• Management experience		D				
• Uses evidence base practice to support patient care delivery	E					
• Experience of teaching on an informal level		D				
• Significant post registration experience to demonstrate relevant clinical skills	E					
• Evidence of continuing professional development	E					
• Demonstrates understanding of ability to lead a clinical area	E					
• Demonstrates knowledge of patient safety	E					
• Demonstrates use of evidence-based practice	E					
• Ability to assess competency of others	E					
• Understanding of Healthcare Governance and its application	E					
Skills/Ability & Knowledge						
• Excellent communication and interpersonal skills	E		•	•		
• Enhanced clinical skills (e.g. venepuncture and cannulation, catheterisation, enteral and parenteral feed management, advanced pain management)		D		•		
• Safe and confident clinical role model	E			•		
• Awareness of current professional and NHS issues	E			•		



Criteria	Essential (E) or Desirable Criteria (D)		Assessment Method			
			A	I	T	R
• Awareness of HR policies		D		•		
• Understanding of Enhanced Recovery After Surgery (ERAS) expectations		D		•		
• Good IT skills	E			•		
• Awareness / ideas for service improvements		D		•		
• Demonstrates knowledge of Trust objectives and values	E			•		
• Ability to prioritise workload and direct team members	E			•		
• Ability to motivate staff and improve individuals and team performance	E			•		
Other requirements						
• Good sense of humour	E			•		
• Flexibility in approach, positive and with enthusiastic attitude	E			•		•
• Professional appearance & behaviour	E			•		
• Able to be self-disciplined in a demanding environment	E			•		
• Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs	E			•		
• Good previous attendance record	E					•

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

