

# Person Specification

<b>Job Title:</b>	Neonatal Family Care Sister/ Charge Nurse	<b>Division/Department:</b>	Family Health/Neonatal	<b>Band:</b>	Band 7
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
<b>Training &amp; Qualifications</b>	Current 1 <sup>st</sup> level registered nurse with UK Nursing & Midwifery Council Mentor/assessor qualification Degree Level ( 3 or above) qualification in nursing Recognised neonatal intensive and special care qualification, or equivalent NLS provider		A,I <b>Professional Profile</b>
<b>Experience</b>	Experience of operational management and leadership Able to deliver neonatal clinical care across a range of newborn clinical needs. Deal effectively with clinical issues within defined procedures/guidelines Practical experience of teaching small groups and multi-professional teams Evidence of leading change and able to demonstrate implementation of new ways of working within a team	Participation in research projects	A,I

	<p>Knowledge of patient safety programmes, Root Cause Analysis and Datix investigations</p> <p>Work as a lone worker</p>		
<b>Communication and Relationship skills</b>	<p>Demonstrable negotiating and influencing skills</p> <p>The ability to deal with interpersonal conflict</p> <p>Team player who can initiate, facilitate and complete projects</p> <p>Experience of supporting individuals and the team to achieve objectives of the organisation</p>	<p>Able to present and receive complex information to a multi-professional audience</p>	<b>A,I</b>
<b>Analytical and Judgement skills</b>	<p>Ability to respond to, prioritise and analyse complex problems/situations and ensure effective interventions are put in place</p> <p>Ability to generate and present Trust and directorate level reports and documents</p> <p>Involvement in clinical audits and the development of action plans</p> <p>Application and interpretation of quality standards / benchmarks</p>	<p>Evidence of data collection, evaluation and analysis</p>	<b>A,I</b>

<b>Planning and organisation skills</b>	<p>Able to manage time effectively</p> <p>Can formulate short and long term objectives</p> <p>Ability to lead and remodel professional development and education programmes across the speciality</p> <p>Provide training and education in a range of subjects</p>		<b>A,I</b>
<b>Physical skills</b>	<p>Able to undertake clinical duties</p> <p>Able to deliver core and enhanced clinical skills</p> <p>Updated in manual handling</p> <p>Able to transfer relevant teaching aids and materials as necessary for the delivery of educational programmes</p> <p>Keyboard skills</p>		<b>A,I</b>
<b>Other requirements specific to the role</b> (e.g. be able to work shifts/on call)	<p>Demonstrate flexibility in working patterns and practices</p> <p>Ability to support colleagues, patients and relatives/carers in distressing circumstances</p> <p>Recruitment and selection of staff</p> <p>Work across all sites and in the community</p>		<b>A,I</b>