

Person Specification

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

Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
• 1st Level NMC Registration	E		X			
• 2 years' experience within speciality/acute care area	E		X			
• Mentorship module/Preceptor training	E		X			
• Evidence of leadership qualities	E		X			
• Expert clinical role model, committed to improve standards and patient care	E			X		
• ILS trained	E		X			
• Educated to degree level or equivalent		D	X			
• Post registration qualification relevant to clinical speciality		D	X			
• Management qualification		D	X			
• Leadership course		D	X			
Experience						
• Uses evidence-based practice to support patient care delivery	E			X		
• Evidence of being a reflective practitioner	E			X		
• Understanding of Healthcare Governance and its application	E			X		
• Demonstration of autonomous practice	E			X		
• Ability to organise and prioritise workload	E			X		
• Demonstrates record of achievement in changing and developing practice	E			X		
• Working knowledge of Trust and National Nursing initiatives	E			X		
• Management experience		D	X			
Qualities/Attributes						
• Excellent communication skills both written and verbal	E		X			
• Excellent interpersonal / liaison skills	E			X		
• Evidence of continuing professional development	E		X			
• Highly motivated	E			X		
• Ability to be adaptive and work under own initiative	E			X		
• Evidence of networking across professional boundaries	E			X		
• Ability to negotiate effectively	E			X		
• Innovative approach to professional issues	E			X		
• Change management skills	E			X		



• Ability to resolve conflict and motivate a team	E			X		
• Positive and enthusiastic attitude	E			X		
Other						
• Flexibility in approach	E			X		
• Able to be self-disciplined in a demanding environment	E			X		
• Body language and demeanour demonstrate high standards of professionalism	E			X		

