

Person Specification						
Job Title	Deputy Sister / Deputy Charge Nurse					
Grade	AfC Band 6					
Reports To	Unit Manager					
Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
1 st Level NMC Registration	X		X			
Mentorship module/Preceptor training	X		X			
Expert clinical role model, committed to improve standards and patient care	X		X	X		
Evidence of leadership qualities	X		X	X		
ILS trained	X		X			
Educated to degree level or equivalent		X	X			
Post registration qualification relevant to clinical speciality		X	X	X		
Management qualification		X	X			
Leadership course		X	X			
Experience						
Uses evidence-based practice to support patient care delivery	X		X			
Evidence of being a reflective practitioner	X		X	X		
Understanding of Healthcare Governance and its application	X		X			
Demonstration of autonomous practice	X		X			
Ability to organise and prioritise workload	X		X	X		
Demonstrates record of achievement in changing and developing practice	X		X	X		
Working knowledge of Trust and National Nursing initiatives	X		X			
Management experience		X	X			
Key Skills/Abilities						
Excellent communication skills both written and verbal	X		X	X		
Excellent interpersonal / liaison skills	X		X	X		
Evidence of continuing professional development	X		X			
Highly motivated	X		X	X		
Ability to be adaptive and work under own initiative	X		X	X		
Ability to negotiate effectively	X		X	X		
Evidence of networking across professional boundaries		X	X			
Other						
Flexibility in approach	X		X			
Able to be self-disciplined in a demanding environment	X		X	X		
Body language and demeanour demonstrate high standards of professionalism	X		X	X		

