

Person Specification

Job Title: Band 6 Neonatal Nurse

Division: Women & Children

Job Requirements		Weighting
QUALIFICATIONS/TRAINING <ul style="list-style-type: none"> • Level of education • Professional qualifications • Vocational Training • Post basic qualifications • Training and learning programmes/courses 	• First level RN/RM/RSCN	E
	• Diploma / Degree in Professional Nursing studies NMC registered	E
	• Neonatal intensive care course	E
	• Mentoring & Assessors Qualification	D
	• Evidence of continuous professional development, NLS 4 yearly	E
	• IT Skills/ Knowledge of Lorenzo	E
EXPERIENCE <ul style="list-style-type: none"> • Length and type of experience • Level at which experience gained 	• 2 years recent experience in Neonatal care	E
	• Recent ICU experience including qualification	E
SKILLS/KNOWLEDGE <ul style="list-style-type: none"> • Range and level of skills • Depth and extent of knowledge 	• Demonstrates knowledge of evidence based practices	E
	• Demonstrates ability to perform wide range of clinical skills	E
	• Demonstrates understanding of clinical audit and clinical effectiveness	E
	• Demonstrates understanding of resource management	E
	• Demonstrates a good understanding of Risk Management processes	E
	• Demonstrates knowledge of current issues within NHS	E
	• Able to effectively plan and delegate duties	E
	• Able to manage personal time effectively	E
	• Demonstrates belief in practising family integrated care	E
	• Ability to recognise potential clinical problems and instigate a satisfactory solution	E

<p>PERSONAL QUALITIES</p> <ul style="list-style-type: none"> Sometimes called attributes 	<ul style="list-style-type: none"> Able to work as a decisive, supportive, innovative & proactive team member Can demonstrate possession of excellent interpersonal skills Able to remain calm and influence the team at all times Is committed to and demonstrates ability to teach successfully Able to adapt to changing circumstances and demonstrates ability to influence change successfully Shows initiative: able to think positively and stimulate high clinical standards within a progressive team climate Able to achieve individual and team objectives in timely manner 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>OTHER JOB REQUIREMENTS</p> <ul style="list-style-type: none"> Physical attributes Specific job circumstances such as unsocial hours Special requirements such as car driver 	<ul style="list-style-type: none"> Work a fully flexible rota and be available to cover staffing shortfalls if required. To rotate to night duty if required 	<p>E</p> <p>E</p>

<p>* Notes on Completion</p>	
<p>JOB REQUIREMENTS</p> <p>The job requirements are in effect the person specification, in that they specify the person who could do the job competently.</p>	<p>WEIGHTING</p> <p>Please indicate for each criteria whether it is Essential or Desirable.</p>