



PERSON SPECIFICATION

POST TITLE: Consultant Midwife

| Factors | Essential | Desirable |
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| Attitude, Behaviour and Values | <ul style="list-style-type: none"> Always puts patients first. Customer service focus Willing and able to take personal responsibility Demonstrates passion for excellence Seeks out and takes opportunities for improving the service offered Takes pride in their work and their team Flexible in their attitudes and behaviours to support team working and delivery of objectives Respects, values, and cares for others Supports learning and development of self and others Supports and promotes equality and diversity | |
| Qualifications and Further Training | <ul style="list-style-type: none"> Registered Midwife Educated to MSc degree in relevant subject or equivalent level experience for the role. Teaching accreditation: ENB 997/Slice, mentorship, SSSA or equivalent. <p>In-depth understanding of service transformation and development, acquired through post graduate diploma or equivalent experience.</p> | <p>Leadership Qualification /Working towards PhD Research methodologies experience/qualification.</p> <p>Further study</p> |
| Experience | <ul style="list-style-type: none"> Ability to demonstrate experience in midwifery practice at a senior level (band 7 or above) /Previous experience in a broad range of clinical midwifery experience and continued clinical practice and experience. (5 years minimum) in a senior midwifery role including responsibility for aspects of case management, managing a clinical area or team, leading elements of service provision and of supporting staff in the clinical environment. | <p>Evidence of working with academic institutions Public Speaking Experience of developing strategy Evidence of research experience Sound knowledge of the principles of programme and project management</p> |

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| | <ul style="list-style-type: none"> • Evidence of supporting women & birthing people with complex birth planning or decision making • Recent/current midwifery practice /Evidence of working within midwifery led birth settings both birth centres and homebirth. • Evidence of continuing professional development Evidence of implementing innovative practice that involves research or audit. • Evidence of managing people. • Experience of multi-agency working • Understanding of the complexities of the current health and social care environment • Experience of implementing strategy • Teaching/Facilitation Experience | |
| Knowledge | <ul style="list-style-type: none"> • NHS Constitution • Trust vision, values, and strategic objectives • Robust knowledge of research methodology • Expert Knowledge of the National Maternity Agenda • Experience of managing services, including finance, business, and human resources | |
| Skills | <p>Must be able to demonstrate, in relation to patients, visitors, colleagues and other individuals connected with the Trust and NHS: You have knowledge & awareness of equality, diversity, inclusion, and human rights as appropriate to your role.</p> <p>You can communicate effectively with a wide range of groups including clinicians, managers, and members of the public/patients to ensure high standards of care, treatment, service, or support as appropriate to your role.</p> <p>Be able to understand an individual's communication, physical & emotional needs; recognise their needs and preferences.</p> <p>Able to provide a customer focussed service.</p> <p>Proven ability to teach clinical skills.</p> <p>Excellent report writing and presentations skills.</p> <p>Ability to apply research findings to clinical problems.</p> <p>IT literate.</p> <p>Ability to network across organisations.</p> | <p>Ability to compile, analyse and disseminate complex information</p> |

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| | <p>Ability to influence and motivate others.</p> <p>Negotiating skills and ability to resolve conflict.</p> <p>Ability to make decisions and be accountable for them.</p> | |
| Other requirements | <p>Ability to be flexible to meet the needs of the team, the service, and the Trust.</p> <p>Ability to travel between Trust sites and other locations as required.</p> <p>Treat patients, visitors, colleagues with respect</p> <p>Able to demonstrate that you are honest, reliable, and trustworthy.</p> | |