

Person Specification

Job Title:	Neonatal Low Dependency Deputy Sister	Division/Department:	Family Health / Neonatal	Band:	6
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's behavioural standards 		A, I
Training & Qualifications	<ul style="list-style-type: none"> Current Level One NMC registration Neonatal Qualification or working towards Competent in medicines management Teaching and Assessing Qualification Possession of a Mentoring Course Sign Off Mentor 	<ul style="list-style-type: none"> Diploma or degree in health / nursing related Studies Evidence of continuing professional development/reflective profile Completion of all local competency packages or Has undertaken Working in New ways Packages essential to role and Specialty Formal leadership and management training Research training/experience ECDL 	A,I Professional Profile

Experience	<ul style="list-style-type: none"> • Experience of delivering nursing care to a group of babies. • Supervision of non registered staff and students • Ability to manage the clinical area or ward efficiently and effectively • Ability to convey sensitive information in an empathetic manner to patients, 	<ul style="list-style-type: none"> • Recent or current experience within the specialty • Demonstrate an involvement in link nurse, or project work • Audit or research within the clinical area • Providing staff with feedback on their individual performance and conduct appraisals 	A,I
Communication and Relationship skills	<ul style="list-style-type: none"> • Demonstrate effective written and verbal communication skills • Produce timely, accurate written/electronic records and documents • Demonstrate basic IT skills • Can minimise interpersonal conflict and barriers to communication 	<ul style="list-style-type: none"> • Evidence of negotiation and influencing skills • Demonstrate evidence of providing formal teaching sessions • Demonstration of team working and ability to work within a team 	A,I
Analytical and Judgement skills	<ul style="list-style-type: none"> • Demonstrate an ability to assess, plan, deliver, prioritise and evaluate patient care • Demonstrate an understanding of the deputy sister/charge nurse role • Able to respond to problem situations and to ensure that effective interventions are put in place • Successful implementation and management of a nursing change process 	<ul style="list-style-type: none"> • Demonstrate a knowledge of current issues related to the NHS • Evidence of data collection and analysis 	A,I

Planning and organisation skills	<ul style="list-style-type: none"> • Demonstrate an ability to prioritise own workload and recognise, prioritise and respond appropriately to urgent and emergency situations • Able to contribute to the development of implementation and monitoring of local objectives and action plans • Demonstrate an ability to supervise and support others in the prioritisation of their patient care 	<ul style="list-style-type: none"> • Demonstrate leadership skills & ability to effectively lead a team • Demonstrate effective time management skills • Demonstrate effective resource management 	A,I
Physical skills	<ul style="list-style-type: none"> • Demonstrate dexterity and accuracy in undertaking clinical skills, use of equipment and documentation • Competent and capable of using medical equipment • Able to undertake patient manual handling manoeuvres and non-patient manual handling manoeuvres 	<ul style="list-style-type: none"> • Evidence of moving and handling training 	A,I