

“Creating a great place to be cared for and a great place to work.”



University Hospitals of Morecambe Bay

NHS Foundation Trust

PERSON SPECIFICATION		
Requirements	Essential	Desirable
Education and qualifications	<ul style="list-style-type: none"> Registered Childrens Nurse Current NMC registration Educated to Masters level or equivalent relevant experience. Evidence of relevant ongoing professional development Evidence of recent study in a relevant subject at post graduate qualification level Recognised teaching / assessing qualification NLS/APLS/EPLS or equivalent Level 3 Safeguarding Children 	<ul style="list-style-type: none"> Evidence of study relating to management and leadership Project management experience Resuscitation Council Accredited Instructor Completion of leadership development program Human factors training Root cause training Duty of candour training Professional Nurse Advocate
Experience	<ul style="list-style-type: none"> Significant post registration experience Experience as a ward sister/team leader (or equivalent depending on area of responsibility). Demonstrable management and leadership experience Experience of governance, risk management including of clinical risk, incidents, complaints Experience of managing HR issues Knowledge & understanding of safeguarding process Experience of leading and managing change at ward/department or clinical service line level. Experience of managing a budget across 	

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	<p>a number of wards/departments or clinical services.</p> <ul style="list-style-type: none"> • Experience of using service improvement methodologies, i.e. productive ward/community 	
Skills, ability and knowledge	<ul style="list-style-type: none"> • Knowledge of and experienced in successful delivery of quality performance at ward or department level. • Experienced in audit of quality standards Experienced in leading Serious incident investigation • Able to manage multiple tasks and projects balancing priorities to ensure timescales and deadlines are achieved to ensure high levels of performance delivery. • Experienced in writing complex reports that analyse situations and set out remedial actions. Able to use leadership techniques to build effective teams and develop future leaders • A positive role model for nurses/midwives, nursing/midwifery and leaders • Ability to influence and motivate staff to delivery challenging targets • Able to use negotiation and mediation skills to solve complex issues with staff, peers, line managers and stakeholders. • Demonstrate negotiation skills • Able to motivate and support others and encourage effective team working • Excellent problem-solving skills, using team when appropriate • Able to present and receive complex information within a multi- professional team • Understanding of pro-active performance management within a large clinical area • Ability to prioritise own workload and maintain consistent standards • Forward thinking and innovative • Demonstrate strong organisational skills and abilities • Ability to work on own initiative but also as part of a team • Ability to plan strategies which impact positively across the service 	

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Personal Qualities	<ul style="list-style-type: none">• Able to travel across Trust sites to meet the requirements of the post• Excellent communications skills, written and oral• Self-motivated, enthusiastic, innovative and flexible.• Approachable, open style manager.• Positive, enthusiastic and motivated• Able to manage multiple tasks and projects balancing priorities to ensure timescales and deadlines are achieved to ensure high levels of performance delivery.• Willing to take part in relevant on call rota as requested.	
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