

PERSON SPECIFICATION

Community Nursery Nurse – Band 4 Perinatal Service

1. Knowledge, skills and training	Essential	Desirable	Assessment method	Interview Score*
NNEB Diploma/ NVQ 3 in Childcare or equivalent/B Tech Diploma/HND	Yes		Certification	
Evidence of recent post basic training	Yes		Certification	
Baby Massage		Yes	Certification	
Child Protection		Yes	Certification	
Parenting Assessments		Yes	Application form	
Baby First Aid certificate		Yes	Certification	
2. Job specific experience	Essential	Desirable	Assessment method	
Previous experience of working with babies	Yes		Application form/Interview	
Previous experience of working with Mothers with a mental illness	Yes		Application form/Interview	
Experience of working within a team	Yes		Application form/references	
Experience of training and developing other team members	Yes		Application form/Interview	
Ability to prioritise workload	Yes		References/ Interview	
Evidence of managing own continuing personal development and being proactive	Yes		Application form/Interview	
Ability to assess needs of a baby and to implement and evaluate programmes of care	Yes		Application form/References/Interview	
Ability to teach mums on a one to one basis on areas connected to childcare	Yes		Application form/Interview	
Ability to develop and maintain links with other agencies in relation to child	Yes		Application form/References	

care matters				
Awareness and understanding of child protection policies and procedures and The Children Act	Yes		Application form/Interview	
Understanding of normal child development and developmental assessments	Yes		Application form/Interview	
Understanding of the role of multi-disciplinary team members in the provision of care	Yes		Interview	
3. Information Technology	Essential	Desirable	Assessment method	
Working knowledge of word processing and spreadsheet applications	Yes		Application form/Interview	
4. Personal qualities/attributes	Essential	Desirable	Assessment method	
Excellent communication, time management and interpersonal skills	Yes		Application form/Interview	
Ability to respond positively to change and thrive in a busy working environment	Yes		References/Interview	
Ability to use own initiative	Yes		Interview	
Highly motivated and self reliant	Yes		Interview	
Ability to demonstrate a commitment to and understanding of team working and ability to work autonomously without supervision	Yes		Interview	
Ability to cope with stressful situations	Yes		Interview	
Empathy to understand and work with women who may demonstrate abnormal, negative responses to their babies, in a non-judgemental manner	Yes		Interview	
Ability to work within what can be an emotive area and demonstrate a self awareness	Yes		Interview	

and regulation of own emotional responses				
5. Business travel	Essential	Desirable	Assessment method	Interview score*
Subject to the provisions of the Disability Discrimination Act, able to travel around the catchment area in an appropriate and timely manner	Yes			
6. Additional requirements	Essential	Desirable		
Ability to undertake induction, mandatory and additional training	Yes		Interview/OH review/course	

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

travel an average of more than 3,500 miles a year;

or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;

or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicle for official journeys other than in the circumstances described under Level 1 above.

Level 3 – (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably made by public transport.