

Shortlisting Criteria	Essential	Desirable
Education, Training & Qualifications		
Educated to Degree level or equivalent level of education, training, or experience.	x	
Registered Nurse/Midwife/Paramedic or ODP	X	
Management or Leadership qualifications or able to demonstrate experience		x
A&E/ALS/ATNC or other relevant course	x	
Knowledge & Experience		
Demonstrable credible experience as a Senior Staff Nurse in ED or Acute setting	X	
Knowledge of adult and children's safeguarding principles	x	
Knowledge of evidence-based practice in relation to Emergency care	x	
Emergency Department Quality Indicators and CQUINS	X	
Skills		
The ability to develop and maintain communication with people on complex matters, issues, and ideas and/or in complex situations	X	
Understanding and experience in collecting data and implementing change		x
Triage/Initial assessment skills		
Key Competencies/ Personal Qualities & Attributes		
The ability to effectively support staff to achieve their full potential through effective supervision and direction	x	
Demonstrates a passion for improving care	x	
Demonstrates resilience in the face of complex issues	x	
Ability to treat all employee and other hospital information confidentially	x	
Recognition of factors in maintaining own and others health, safety, and security	x	
Supportive of equality and values diversity	x	

