

PERSON SPECIFICATION

This person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet, or have the potential to meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

Job title:	Community Sister/Charge Nurse
Grade:	Band 6
Directorate:	Operations
Division:	Adult services
Service:	Overnight Nursing Brighton & Hove

C – certificate. A- application I - Interview

Criteria	Essential or desirable	Method of Assessment
Qualifications and/or Professional Registration		
- Registered General Nurse Qualification	E	A
- Post Registration study or qualification	E	A
- Supporting learning and assessment in practice competency/qualification	E	A
- Evidence of a range of clinical competencies appropriate for the role	D	I
- Leadership qualification	D	A
- Physical Assessment and Clinical Decision making or willingness to undertake	D	I
Experience		
Minimum of 3 years post registration clinical experience with minimum of 2 years in a Community setting	E	A/C

Criteria	Essential or desirable	Method of Assessment
Skills and Knowledge		
- Good numeracy and literacy skills	E	A/C
- IT skills	E	A/C
- Advanced communication skills	E	A/I
- Current knowledge of local and national policies informing health and social care	E	A/I
- Demonstrates leadership in practice	E	A/I
- Demonstrate an ability to apply research to practice	E	A/I
- Demonstrates competency in a range of clinical skill	E	A/I
- Knowledge of Clinical governance, clinical audit & clinical supervision,	E	A/I
- Knowledge of Professional codes of Conduct	E	A/I
- Ability to work in flexible way and respond positively to change.	E	A/I
- Ability to work autonomously and make own decision.	E	A/I
- Ability to travel between sites, car owner/driver	E	A/I
- Demonstrate a high level of self understanding and an ability to identify personal limitation and shows openness to address them	E	A/I
Other requirements		
There may be some requirement to travel to other Trust sites to attend meetings.		

Equality and Diversity

In addition to any specific criteria laid out above, each applicant will be expected to demonstrate a basic understanding of the principles of equal opportunities in relation to the post. The degree of knowledge required will depend on the level and nature of the post in question.

Two Ticks Scheme – Positive about Disabled People

Sussex Community NHS Trust is a member of the 'Two Ticks' Scheme. This means we will guarantee an interview to any candidate who has a disability if they meet the essential requirements of the person specification.



Candidates who would like to discuss adjustments to the selection process or the working arrangements should they be successful should contact the recruiting manager. We will welcome contact from disabled candidates so that we can fully understand how we can support them and give them the best possible chance of success in the selection process and in any future job they might be appointed to.

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