EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Post Title	Senior Research Sister/Charge Nurse/Allied Health Professional	Directorate/Department	THQ

Assessment Method Key (Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)	
Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
Presentation	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Qualifications / training required			
Requirements	**Assessment Method**	**Essential**	**Desirable**
Masters degree in a health care related subject or relevant equivalent experience		X	
Registered Nurse or AHP on relevant part of the professional register (NMC HCPC)		X	
Evidence of on-going professional development.		X	
Experience of teaching and mentorship		X	
Recognised qualification in teaching and mentorship			X
Recognised qualification in relevant speciality			X
Previous or relevant experience necessary			
Requirements	**Assessment Method**	**Essential**	**Desirable**
Recent experience of working with patients at a senior level		X	
Clinical Research experience		X	
Relevant speciality experience		X	
Knowledge of current issues within acute health care		X	
Recent management experience		X	
Recent NHS experience or equivalent		X	

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Requirements	Assessment Method	Essential	Desirable
Knowledge of Research Governance Framework (RGF), International Conference on Harmonisation/Good Clinical Practice (ICH/GCP)		X	
Research coordinator experience			X
Aptitudes and skills required			
Requirements	**Assessment Method**	**Essential**	**Desirable**
Leadership skills – evidence of ability to help/support junior staff		X	
Excellent interpersonal skills, including written and verbal communication and attention to detail		X	
Ability to work independently assessing and treating patients participating in research		X	
Excellent verbal and written communication skills		X	
Takes the initiative		X	
Able to prioritise and deliver agreed objectives		X	
Understanding of personal accountability		X	
Ability to deal with stressful situations.		X	
Experience of budgetary control			X
Venesection			X
Cannulation			X
Special requirements of the post			
Requirements	**Assessment Method**	**Essential**	**Desirable**
Flexible working arrangements		X	
Able to work occasional unsocial hours (evening and weekend)		X	
Values and behaviours			
Requirements	**Assessment Method**	**Essential**	**Desirable**
Able to demonstrate behaviours that meet the Trust Values • Patients First • Always Improving • Working Together	Application and Interview	X	