

Kindness · Courage · Respect

PERSON SPECIFICATION

Midwife

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Education and qualifications	<ul style="list-style-type: none"> Registered Midwife eligible to be on live register Evidence of post registration development in midwifery 	<ul style="list-style-type: none"> Experience of being 'in charge' of a shift Degree in Midwifery or working towards a degree Management qualification Leadership qualification Diploma in Midwifery or evidence of recent relevant CPD at diploma level Qualified mentor (ENB 998, or equivalent) or equivalent mentorship award Qualified NVQ Assessor (A1 or equivalent) or working towards 	Application / Interview/ Assessment
Occupational experience and abilities	<ul style="list-style-type: none"> Successfully completed Band 5 - 6 package or can demonstrate equivalent competencies and experience Sound clinical skills/knowledge within midwifery Sound interpersonal and communication skills 	<ul style="list-style-type: none"> Management skills (budgets, establishments, purchasing etc) Experience of critiquing clinical evidence Computer literate Experience of managing a team or area within a Ward/Department Involvement in change management 	Application / Interview/ Assessment

	<ul style="list-style-type: none"> • Understanding of the needs of clients in the maternity setting • Has an understanding of the need for confidentiality • Ability to travel between care settings • Up to date mandatory training in fire, infection control, Basic Life Support and moving and handling • Complaints handling training • Knowledge of HR policies/processes relevant to managing people, Recruitment and interviewing skills and Appraisal Training • Knowledge of relevant organisational guidelines, policies and procedures • Knowledge of current local and national midwifery agenda and priorities • Understanding of Clinical Governance • Personal organisational skills 	<ul style="list-style-type: none"> • Clinical Audit skills • Recruitment and Interviewing skills • Complaints training • Leadership training • Training in handling and administration of blood • Experience in a maternity setting • Confident people skills • Able to use Trust client administration IT systems 	
Personal Qualities	<ul style="list-style-type: none"> • Must be able to demonstrate a clear understanding of core Trust values and be able to articulate in practice • Team player • Reliable and flexible • Enthusiasm and motivation • Committed to high professional standards 		Application / Interview/ Assessment