

**Person Specification.**

**Job Title:** Sister/Charge Nurse/Clinical Learning Lead

**Division:** Elective Division.

Job Requirements		Weighting
<b>QUALIFICATIONS/TRAINING</b> <ul style="list-style-type: none"> <li>Level of education</li> <li>Professional qualifications</li> <li>Vocational Training</li> <li>Post basic qualifications</li> <li>Training and learning programmes/courses</li> </ul>	<ul style="list-style-type: none"> <li>Registered Nurse</li> <li>Degree or equivalent experience</li> <li>Mentoring &amp; Assessing Qualification e.g. 998 or equivalent</li> <li>Post registration qualification or equivalent experience</li> <li>Evidence of continuing professional development at degree level study</li> </ul>	E E E  E  D
<b>EXPERIENCE</b> <ul style="list-style-type: none"> <li>Length and type of experience</li> <li>Level at which experience gained</li> </ul>	<ul style="list-style-type: none"> <li>Minimum of 3 years post registration clinical experience at band 5</li> <li>Evidence of teaching and assessing learners, newly appointed staff and junior staff in clinical setting</li> <li>Sound knowledge of evidence based practice</li> <li>Knowledge and experience of audit process</li> <li>Evidence of involvement in change management</li> </ul>	E  E  E  E  D
<b>SKILLS/KNOWLEDGE</b> <ul style="list-style-type: none"> <li>Range and level of skills</li> <li>Depth and extent of knowledge</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate good communication skills : Verbal, written, presentation</li> <li>Demonstrates good organisational skills</li> <li>Demonstrates the importance of audit and research in practice</li> <li>Able to manage personal time effectively</li> <li>Can demonstrate characteristics of effective credible leadership</li> <li>Demonstrates ability to motivate, train and develop staff</li> <li>Is innovative, positive and has ability to stimulate a conducive learning environment and opportunities</li> <li>Able to set/achieve individual/team objectives and meet deadlines</li> <li>Act as a positive role model at all times</li> </ul>	E  E D  E  E  E  E  E  E

<b>PERSONAL QUALITIES</b> <ul style="list-style-type: none"> <li>Sometimes called attributes</li> </ul>	<ul style="list-style-type: none"> <li>Able to work as an effective team member</li> <li>Is committed to and demonstrates ability to teach successfully</li> <li>Able to adapt to changing circumstances and demonstrates ability to challenge barriers to change</li> <li>Shows initiative: able to think positively and stimulate learners at different levels</li> <li>Able to achieve individual and team objectives</li> <li>Commitment to develop &amp; supervise junior staff</li> <li>Demonstrates enthusiasm for inter-professional learning</li> <li>Able to work both autonomously and within a team</li> </ul>	E E E E E E E E
<b>OTHER JOB REQUIREMENTS</b> <ul style="list-style-type: none"> <li>Physical attributes</li> <li>Specific job circumstances such as unsocial hours</li> <li>Special requirements such as car driver</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Health Check and CRB</li> <li>Aware of current NMC practice guidelines and professional standards</li> <li>Flexible and adaptable in meeting changing service demand</li> <li>Experience of teaching and supervising staff</li> <li>Health &amp; safety Priorities</li> <li>Car driver with access to a vehicle</li> </ul>	E E E E E D

<p style="text-align: center;"><b>* Notes on Completion</b></p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p><b>JOB REQUIREMENTS</b></p> <p>The job requirements are in effect the person specification, in that they specify the person who could do the job competently.</p> </div> <div style="width: 45%;"> <p><b>WEIGHTING</b></p> <p>Please indicate for each criteria whether it is <b>Essential</b> or <b>Desirable</b>.</p> </div> </div>	
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