

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/AHP	Directorate/Department	R&D, Trust HQ
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

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.

Physical requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act 2010)	Occupational Health assessment	X	
Ability to travel extensively throughout the Wessex region	Application and Interview	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable

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Registered Nurse or AHP on relevant part of the professional register (NMC HCPC)	Application	X	
Evidence of on-going professional development.	Application	X	
Experience of teaching and mentorship	Application	X	
Educated to Post Graduate Degree level or equivalent experience	Application	X	
Recognised qualification in teaching and mentorship	Application	X	
Recognised qualification in relevant speciality	Application		X
Extensive experience of research nursing		X	
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable
Recent experience of working with patients at a senior level.	Application and Interview	X	
Clinical Research experience.	Application and Interview	X	
Relevant speciality experience.	Application and Interview	X	
Knowledge of current issues within acute health care	Application and Interview	X	
Recent management experience	Application and Interview	X	
Recent NHS experience or equivalent	Application and Interview	X	

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Knowledge of Research Governance Framework (RGF), International Conference on Harmonisation/Good Clinical Practice			
Experience of educating and developing staff.	Application and Interview	X	
Logical and consistent work and career pattern.	Application and Interview		X
Report writing. Undertaking clinical audit			X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Leadership skills- evidence of ability to help/support junior staff	Application and Interview	X	
The ability to present and teach to both large and small audiences.	Application and Interview	X	
Excellent interpersonal skills, including written and verbal communication and attention to detail.	Application and Interview	X	
Ability to work independently assessing and treating patients participating in research.	Application and Interview	X	
Excellent verbal and written communication skills.	Application and Interview	X	
Able to use initiative.	Application and Interview	X	
Able to prioritise and deliver agreed objectives	Application and Interview	X	
Understanding of personal accountability.	Application and Interview	X	
PC literate	Application and Interview	X	

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An aptitude for dealing with frequent and unpredictable interruptions is required	Application and Interview	X	
Experience of budgetary control	Application and Interview		X
Venesection and Cannulation	Application and Interview		X
Personal Qualities			
Requirements	Assessment Method	Essential	Desirable
Team player	Application and Interview	X	
Tenacity – sees problems through to conclusion Ability to deal with stressful situations. Assertive.	Application and Interview	X	
Able to lead, motivate, delegate and be a good team player within a multidisciplinary team.	Application and Interview	X	
Facilitative, patient and helpful, To be a proactive role model	Application and Interview	X	
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Flexible working arrangements Able to work occasional unsocial hours (evening and weekend)	Application and Interview	X	
Car driver, with full driving licence, to travel independently between UHS and wider region	Application and Interview	X	
Values and behaviours			

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Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none">• Patients First• Always Improving• Working Together	Application and Interview	X	