

## PERSON SPECIFICATION

**Post: Community Adult Haemoglobinopathies Matron Specialist – Band 8A**

**Department: Clinical Haematology North Middlesex University Hospital**

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	<ul style="list-style-type: none"> <li>• First level Registered Adult Nurse (with the NMC)</li> <li>• Master's level education or equivalent experience</li> <li>• Specialist qualification or course in haemoglobinopathies</li> <li>• Leadership or mentorship course</li> <li>• Understanding of integrated care</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified non-medical prescriber</li> </ul>	application form assessment /Interview
Skills and abilities	<ul style="list-style-type: none"> <li>• Able to manage competing demands and priorities in a changing, complex environment and is personally resilient.</li> <li>• Able to critically analyse services and systems. Competent IT skills including Microsoft Office apps (Word, Outlook, Excel, PowerPoint)</li> </ul>		application form assessment /Interview
Experience	<ul style="list-style-type: none"> <li>• Experience at band 7 or above in a related speciality</li> <li>• Experience of acute sickle cell crisis management</li> <li>• Experience in pain management</li> <li>• Evidence of management of change, clinical leadership, and development of services</li> <li>• Experience of working in the community</li> <li>• Experience participating in audits and clinical research. Experience of multiagency working</li> </ul>	<ul style="list-style-type: none"> <li>• Experience managing patients with red cell disorders in the community</li> </ul>	application form assessment /Interview
Personal qualities	<ul style="list-style-type: none"> <li>• Approachable and open</li> </ul>		application form assessment /Interview

	<ul style="list-style-type: none"> <li>• Management skills including experience of team leadership and team building initiatives.</li> <li>• Able to manage staff recruitment, appraisal, and performance management.</li> </ul>		
Communication	<ul style="list-style-type: none"> <li>• Excellent interdisciplinary communication skills and ability to facilitate collaborative multidisciplinary working relationships.</li> <li>• Strong written and verbal communication skills, with ability to adapt to effectively manage complex and sensitive situations</li> </ul>		application form assessment /Interview
Values	Demonstrable ability to meet Trust values		application form assessment /Interview
Other requirements	<ul style="list-style-type: none"> <li>• Ability to travel independently to all sites across NCL.</li> <li>• A flexible approach to service delivery with ability to work evenings and weekends on occasions where required</li> </ul>		application form assessment /Interview