

“Creating a great place to be cared for and a great place to work.”



## University Hospitals of Morecambe Bay

NHS Foundation Trust

PERSON SPECIFICATION		
Requirements	Essential	Desirable
<b>Education and qualifications</b>	1st level registered nurse.  Recent post basic clinical qualification in relevant clinical area.  Mentoring / assessing qualification or Teaching qualification eg City & Guilds, Professional Trainers Certificate.	Recent leadership development or willingness to work towards a leadership qualification.  ECDL or equiv
<b>Experience</b>	Recent relevant experience at senior level within the speciality.  Evidence of clinical competence in speciality.  Able to assume a lead clinical role as appropriate.  Understanding of the setting and monitoring of standards.  Evidence of teaching and developing staff.  Able to work as a member of the multidisciplinary clinical team.	
<b>Skills, ability and knowledge</b>	Demonstrable appropriate/ specific clinical skills to designated area, e.g: <ul style="list-style-type: none"><li>• ILS / ALERT</li><li>• Peripheral venous cannulation</li><li>• Physical assessment skills</li><li>• IV Administration</li><li>• Venepuncture</li><li>• ECG</li></ul>	

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	<p>Ability to prioritise and demonstrate time management and organisational skills in managing self and others</p> <p>Demonstrate ability to obtain and evaluate information to aid decision making and to develop others in this area.</p> <p>Ability to manage the care of a wide variety of patient conditions.</p> <p>Understanding of clinical governance and its application.</p> <p>Ability to develop standards of care.</p> <p>Committed to CPD of self and others.</p> <p>Demonstrate people management skills including:</p> <ul style="list-style-type: none"> <li>• Motivation of staff and team building</li> <li>• Negotiation</li> <li>• Decision Making</li> <li>• Leadership</li> <li>• Staff development</li> <li>• Conflict and problem solving</li> </ul> <p>Understanding of current NHS issues</p> <p>Initiate and manage change</p> <p>Excellent communication skills both verbal and written</p> <p>Ensures that own actions support equality, diversity, rights and maintain quality</p>	
<b>Personal Qualities</b>	<p>Adaptable to the changing needs of the service.</p> <p>Self motivated, enthusiastic, innovative, flexible.</p> <p>Approachable, open style of management.</p>	

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	<p>Assertive.</p> <p>Able to deal with difficult and sensitive situations with tact and diplomacy</p>	
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