








PERSON SPECIFICATION


Job Title: Research Sister/Charge Nurse



Assessment Criteria	Essential	Desirable	Identified
Knowledge and Experience	First level registration Minimum 2 years nursing practice Able to undertake all nursing duties without supervision. Demonstrates clinical skills and knowledge underpinned by theory. Teaching qualification ENB 998 and/or C&G 730 or equivalent relevant experience	Post registration qualification ICH Good Clinical Practice training	AF AF

Qualifications/Training	<p>Post registration experience as staff nurse (or above) working in busy clinical environment</p> <p>Proven experience of team leadership</p> <p>Evidence of Continuing Professional Development</p>	<p>Experience of working in a clinical research environment</p> <p>Personal and leadership management experience</p>	AF, REF, In, P
Personal Attributes & Skills	<p>Excellent multi-disciplinary/interagency communication skills and ability to facilitate collaborative working relationships</p> <p>Confident and articulate in all modes of communication</p> <p>Ability to innovate and respond to change</p> <p>Motivated proactive, self-directed learner</p> <p>Experience of effectively working in a team and independently</p> <p>Excellent organisational skills, including time and project management skills</p> <p>Ability to prioritise own workload effectively, working with minimal supervision</p> <p>Ability to make decisions, organise and prioritise</p> <p>Able to accommodate the demands of the post with flexible working and</p>	<p>Full clean driving licence</p> <p>Competency in research orientated PC software (Excel, Access, SPSS)</p>	AF, REF, In, P

	<p>adaptability as required and good attendance.</p> <p>Precise and methodical working practice and documentation.</p> <p>Able to work under own initiative and as an effective team member.</p> <p>Able to organise and prioritise workload.</p>		
Demonstrates our We Care values and the DBTH Way	<ul style="list-style-type: none">  Demonstrate an understanding of the importance of quality of care.  Demonstrate that you will be open to improving everything that you do.  Be accountable for own actions and those of their team.  Demonstrate that everyone's contribution is valued.  Have an ability to work efficiently, effectively and professionally in a multidisciplinary team.  Work to ensure the care group/directorate improves efficiency and reduces waste.  Displays networking skills. 		

	 Have an ability to consider and implement new solutions.		
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Key for 'Identified': AF = Application form, In = Interview, P = Presentation, REF= References, CERT=Certificates