

# Person Specification

<b>Job Title:</b>	Deputy Ward/ Department Leader	<b>Division/Department:</b>	Medicine / Stroke	<b>Band:</b>	6
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Criteria	Essential	Desirable	Stage Measured at A – Application I – Interview T – Test
<b>Commitment to Trust Values and Behaviours</b>	<ul style="list-style-type: none"> <li>Must be able to demonstrate behaviours consistent with the Trust's "We are TEAM NUH" behavioural standards.</li> </ul>		<ul style="list-style-type: none"> <li>I</li> </ul>
<b>Training &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>Current level one NMC registration.</li> <li>Trained and competent in administration of intravenous medications.</li> <li>Diploma or Degree in Nursing or Health related Studies or equivalent experience.</li> <li>Evidence of Continuing Professional Development and reflection.</li> <li>Evidence of Standards for Student Supervision and Assessment training (SSSA) or equivalent.</li> <li>Relevant clinical training skills and knowledge.</li> </ul>	<ul style="list-style-type: none"> <li>Speciality specific training at Diploma level or above.</li> <li>Working towards the completion of Nursing Degree top-up (if Diploma) or Master's Degree.</li> <li>Completion of all local competency packages.</li> <li>Formal leadership and management training.</li> <li>Research training/experience</li> <li>Quality Service Improvement and Redesign (QSIR) methodology training or equivalent.</li> <li>Evidence of teaching qualification.</li> </ul>	<ul style="list-style-type: none"> <li>A, I</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Significant post-registration experience.</li> </ul>	<ul style="list-style-type: none"> <li>Recent or current experience within the specialty.</li> </ul>	<ul style="list-style-type: none"> <li>A, I</li> </ul>

	<ul style="list-style-type: none"> <li>• Supervision and preceptorship of non-registered staff, pre-registration and Newly Qualified nurses</li> <li>• Demonstrate an involvement in a link nurse role or project work.</li> <li>• Able to manage a team, coordinate and escalate appropriately.</li> <li>• Able to ensure patient safety standards.</li> <li>• Skills in problem solving.</li> <li>• Experience of managing staff and providing constructive feedback for development.</li> <li>• Demonstrate an involvement in supporting and promoting recruitment and retention.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of audits or research within the clinical area or department.</li> <li>• Experience of providing staff with feedback on their individual performance.</li> <li>• Experience or understanding of Shared Governance and transformational leadership.</li> <li>• Have supported role development initiatives through the Evidence Based Practice Council.</li> <li>• Has published - supporting evidence based practice in Nursing.</li> <li>• Demonstrate experience of supporting change into clinical practice and an awareness of the change process.</li> </ul>	
<b>Communication and relationship skills</b>	<ul style="list-style-type: none"> <li>• Able to efficiently and effectively convey sensitive information in an empathetic manner to patients, relative/carers and staff.</li> <li>• Able to coordinate the shift and give clear direction.</li> <li>• Demonstrate team working and the ability to work within a team.</li> <li>• Demonstrate effective written and verbal communication skills when handling sensitive and complex information.</li> <li>• Able to produce timely, accurate written/electronic records and documents.</li> <li>• Recognise own level of competence and limitations and be able to communicate these to appropriate staff.</li> <li>• Act as an advocate for patients and junior colleagues.</li> <li>• Understand how to maintain Information Governance and patient confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of negotiation and influencing skills.</li> <li>• Demonstrate evidence of providing formal teaching sessions.</li> <li>• Able to deal with conflict and challenging behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• A, I</li> </ul>

	<ul style="list-style-type: none"> <li>• Aware of multi-cultural needs and equality and diversity through inclusivity.</li> <li>• Able to minimise interpersonal conflict and barriers to communication.</li> </ul>		
<b>Analytical and Judgement skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate an ability to assess, plan, deliver priorities and evaluate patient care.</li> <li>• Able to identify own learning needs and the needs of junior staff.</li> <li>• Able to respond to challenging situations by problem solving and ensure that effective interventions are in place.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate an awareness and understanding of local and national initiatives and the possible impact on nursing.</li> </ul>	<ul style="list-style-type: none"> <li>• A, I</li> </ul>
<b>Planning and organisation skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate an ability to prioritise own workload and recognise, prioritise and respond appropriately to urgent and emergency situations.</li> <li>• Able to contribute to the development, implementation and monitoring of local objectives and action plans for health and education.</li> <li>• Demonstrate effective time management skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate effective resource management.</li> </ul>	<ul style="list-style-type: none"> <li>• A, I</li> </ul>
<b>Physical skills</b>	<ul style="list-style-type: none"> <li>• Physically able to perform the full range of nursing duties to include manual handling maneuvers and non-patient manual handling maneuvers.</li> <li>• Demonstrate competence and accuracy in undertaking clinical skills, using equipment and documentation.</li> </ul>		<ul style="list-style-type: none"> <li>• A, I</li> </ul>
<b>Other requirements specific to the role (e.g. be able to drive or work shifts</b>	<ul style="list-style-type: none"> <li>• Flexible and adaptable.</li> <li>• Enhanced DBS clearance.</li> <li>• Caring, enthusiastic and well-motivated.</li> <li>• Be confident and convey confidence with all members of MDT.</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance at conferences / study days.</li> </ul>	<ul style="list-style-type: none"> <li>• A, I</li> </ul>

	<ul style="list-style-type: none"><li>• Support the delivery of NUH Journey to Care Excellence Standards.</li><li>• Uses the NUH professional practice model to ensure person-centred care is provided.</li></ul>		
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