

## 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.

<b>Post Title</b>	Sister/Charge Nurse : TAVI / Catheter Labs	<b>Directorate/Department</b>	CV&T
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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.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore, anything not advised in your application can not be scored.
<b>Presentation</b>	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/Disability Discrimination Act).	Occupational Health	X	

### Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
1 <sup>st</sup> level registration with the Nursing and Midwifery Council (NMC)	Application	X	
Degree level education or equivalent knowledge and skills gained through any	Application	X	

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combination of alternative study, or employment experience			
A Speciality Qualification within CV&T for example in house course or equivalent	Application	X	
Certification as competent and signed off for valve preparation by valve manufacturer		X	
Higher Education Institute approved course in supporting learners in practice. Provide evidence of: ➤ Supporting a range of learners in practice ➤ Supporting colleagues to promote effective learning in practice	Application	X	
Intermediate Life Support training	Application	X	
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Extensive experience at Band 5/equivalent in the speciality	Application and Interview	X	
Ward management experience	Application and Interview	X	
Mentorship experience	Application and Interview	X	
Experience in an acute hospital setting	Application and Interview	X	
Extensive proven Teaching and Assessing skills	Application and Interview	X	
Some insight into budget management	Application and Interview		X
Appraisal skills	Application and Interview		X
Experience in handling adverse events and complaints	Application and Interview		X
Possession of a relevant mentorship qualification	Application and Interview		X
Experience as an NMC sign off mentor or clinical practice assessor.	Application and Interview		X
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Basic IT skills	Application and Interview	X	

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Good interpersonal, communication skills	Application and Interview	X	
Motivation	Application and Interview	X	
Problem solving skills	Application and Interview	X	
Ability to delegate	Application and Interview	X	
Able to demonstrate leadership skills	Application and Interview	X	
Ability to motivate and be a team player	Application and Interview	X	
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Ability to provide evidence of knowledge in the specialty	Application and Interview	X	
Flexibility in working to adapt to the needs of the service, to cover the full range of shifts		X	
Ability to demonstrate clinical decision making and judgement	Application and Interview	X	
Commitment to the post and Care Group responsibilities	Application and Interview	X	
Commitment to continuing professional development	Application and Interview	X	
Awareness of current Trust/NHS issues	Application and Interview	X	
Evidence of ability to scrub for all catheter lab procedures including TAVI and vascular cutdown	Application and Interview	X	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>• Patients First</li> <li>• Always Improving</li> <li>• Working Together</li> </ul>	Application and Interview	X	