

PERSON SPECIFICATION – Matron Band 7

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<p>First level Registered General Nurse – currently registered with the NMC or HCPC registration.</p> <p>Educated to Degree or diploma level or equivalent experience.</p> <p>Up-to-date evidence of continuing engagement in professional development and of reflective practice in a professional portfolio.</p> <p>Non-medical Prescribing qualification – V300</p> <p>Consultation and Physical examination</p> <p>Prescribing Ability to work within PGDs</p>	<p>Evidence of continuing professional development in chronic disease management, specifically Diabetes and COPD</p> <p>Advanced communication module</p> <p>Ability to be able to complete DNACPR when required</p> <p>Teaching qualification</p>
EXPERIENCE	<p>Evidence of extensive expert professional/clinical knowledge in community care and frameworks</p> <p>Effective communicator able to communicate complex and highly sensitive information</p> <p>Evidence of effective people management and leadership skills</p> <p>Evidence of managing staff and multidisciplinary teams</p> <p>Evidence of relevant involvement in meeting the trust clinical governance objectives</p>	<ul style="list-style-type: none"> • Experience of providing clinical advice within a care home setting • Evidence of working in a senior position within a long-term condition field • Can demonstrate assertiveness, tact and diplomacy appropriately • Evidence of involvement in policy and practice change • Computer literacy

	<p>Be able to demonstrate the skill to integrate teams from a variety of backgrounds to integrate the social and health agenda</p> <p>Experience of clinical assessment and care planning.</p>	
SKILLS	<p>Excellent communication skills</p> <p>Good clinical knowledge</p> <p>Work as part of the multidisciplinary Team</p> <p>Dependable</p> <p>Able to prioritize work to tight deadlines and work under pressure</p> <p>Identify trends for analysis</p> <p>Able to work on own initiative</p> <p>Influence and motivate others</p> <p>Must be able to demonstrate the need for confidentiality</p> <p>Ability to gain the confidence and credibility of a range of professionals</p> <p>Ability to be challenged and respond calmly</p>	<p>Experience of working in partnership with a range of health and social care professionals</p> <p>Awareness of the national and local NHS priorities</p>

	<p>Actively manage gaps in rotas due to annual leave / sickness etc</p> <p>Excellent interpersonal skills</p>	
KNOWLEDGE	<p>Excellent clinical knowledge of end of life, mental health, dementia, falls and fractures</p> <p>Excellent knowledge of adult safeguarding legislation, including MCA, DOLS, best interests' decisions, advanced care planning.</p> <p>Ensures that own actions support equality, diversity, rights and maintain quality</p>	<p>Knowledge of general practice systems</p>
OTHER	<p>Clearly spoken</p> <p>Assertive</p> <p>Confident decision maker</p> <p>Ability to safely delegate</p> <p>Able to take responsibility for own actions</p> <p>Problem solving skills and ability to deal with conflict</p> <p>Able to work under pressure</p> <p>Enthusiasm</p>	<p>Enthusiastic about working with people</p>

	<p>Demonstrable commitment to professional development</p> <p>Flexible and mature approach to working</p> <p>Access to a suitable vehicle to be used within your role</p>	
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