|  |
| --- |
| South Warwickshire NHS Foundation Trust RGB BLUE |
| **Person Specification**

|  |  |
| --- | --- |
| **Job Title: Ward Manager** | **Division: Emergency Division** |
| **Job Requirements** | **Weighting** |
| ***QUALIFICATIONS/TRAINING**** Level of education
* Professional qualifications
* Vocational Training
* Post basic qualifications
* Training and learning programmes/courses
 | * First Level Nurse
* Degree in Professional Nursing/Health Studies
* ENB course in Medical Specialties
* ENB 998 or equivalent qualification
* Post-registration management qualification or equivalent experience
* ILS/ALS
* Evidence of continuing professional development
 | EEEDEEE |
| ***EXPERIENCE**** Length and type of experience
* Level at which experience gained
 | * Experience in nurse management
* A minimum of 2 year experience at band 6 within acute hospital setting
* Experience of change management
* Experience of general medicine
 | EEEE |
| ***SKILLS/KNOWLEDGE**** Range and level of skills
* Depth and extent of knowledge
 | * Presentation skills and relevance to question
* Some knowledge of business planning
* Experience of writing guidelines/protocols & policies
* Sound knowledge of evidence based practice
* Knowledge and experience of audit process
* Evidence of involvement in change management
* Sound resource (human and finance) management skills
 | EDDEEEE |
| ***PERSONAL QUALITIES**** Sometimes called attributes
 | * Can demonstrate characteristics of effective leadership
* Demonstrates ability to motivate, train and develop staff
* Is innovative, positive and has ability to stimulate a productive teamAble to set/achieve individual/team objectives and meet deadlines
* Able to role model both clinically & managerially
 | EEEEE |
| ***OTHER JOB REQUIREMENTS**** Physical attributes
* Specific job circumstances such as unsocial hours
* Special requirements such as car driver
 | * Up to date with current NHS priorities and nursing issues
* Passes Occupational Health Clearance
* Flexible and adaptable in meeting changing service demand
* Experience of project work and report writing
 | EEED |
|  |
| **\* Notes on Completion** |
| ***JOB REQUIREMENTS***The job requirements are in effect the person specification, in that they specify the person who could do the job competently. | ***WEIGHTING***Please indicate for each criteria whether it is **E**ssential or **D**esirable. |
|  |

 |