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| 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 | | | E  E  E  D  E  E  E | | ***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 | | | E  E  E  E | | ***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 | | | E  D  D  E  E  E  E | | ***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 team Able to set/achieve individual/team objectives and meet deadlines * Able to role model both clinically & managerially | | | E  E  E  E  E | | ***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 | | | E  E  E  D | |  | | | | | | **\* 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. | | |  | | | | | |