

## P E R S O N   S P E C I F I C A T I O N

<b>Registration</b>	<b><i>Current NMC registration essential</i></b>
<b>Essential Qualifications (Foundation year)</b>	<ul style="list-style-type: none"> <li>• <i>Able to deliver a high standard of Evidence based individual patient care</i></li> <li>• <i>Willing and committed to undertake a period of preceptorship</i></li> <li>• <i>Delivers nursing care in line with Trust policies and protocols</i></li> </ul>
<b>Essential Qualifications (Experienced Staff Nurse)</b>	<ul style="list-style-type: none"> <li>• <i>At least one year clinical experience post registration and successful completion of agreed Band 5 foundation gateway competencies</i></li> <li>• <i>Evidence of involvement in teaching and mentoring learners</i></li> <li>• <i>Effective communicator with good leadership and interpersonal skills</i></li> <li>• <i>Evidence of continuing professional development (CPD)</i></li> </ul>
<b>Desirable Qualifications</b>	<ul style="list-style-type: none"> <li>• <i>Degree in nursing studies</i></li> <li>• <i>Evidence of ability to supervise members of the team</i></li> <li>• <i>Computer literacy</i></li> </ul>
<b>Knowledge, Skills and Experience</b>	<ul style="list-style-type: none"> <li>• <i>Evidence of professional expertise acquired through CPD</i></li> <li>• <i>Evidence of clinical expertise which is evidence based</i></li> </ul>
<b>Physical &amp; Mental Requirements</b>	<p><b><i>Are there any physical or mental requirements for the post</i></b></p> <ul style="list-style-type: none"> <li>• <i>Physical effort: The post holder will be required to exert frequent moderate physical effort for several short periods during a shift e.g. moving patients over 15 kilos with mechanical aids</i></li> <li>• <i>Mental effort: To exert frequent concentration where the work pattern is unpredictable</i></li> <li>• <i>Emotional effort: the post holder will at times be exposed to distressing and occasional highly distressing and emotional circumstances</i></li> <li>• <i>May be exposed to unpleasant working conditions/hazards</i></li> <li>• <i>In good health and evidence of a good attendance record</i></li> </ul>

# I N T E R V I E W   C R I T E R I A

Criteria	Importance ( <i>High, medium, or low</i> )
Able to deliver a high standard of evidence based individual patient care	H
Committed to own personal continuing professional development (CPD)	H
Effective communicator with good interpersonal skills and initiative	H
Evidence of involvement in teaching and mentoring learners	H
Evidence of leadership and teamwork	H
Evidence of relevant clinical expertise	H