

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.

Post Title	Staff Nurse	Directorate/Department	Surgical Day Unit
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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.)	
Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
Presentation	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).	Application/Interview	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
Registered Nurse on appropriate part of register	Application	X	
Mentorship experience	Application and Interview		X
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable

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Knowledge of current issues within acute Health Service	Application and Interview	X	
Logical and consistent work and career pattern	Application and Interview	X	
Teaching experience	Application and Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Good communication skills	Application and Interview	X	
Clear written communication	Application and Interview	X	
Able to use initiative	Application and Interview	X	
Understanding of personal accountability	Application and Interview	X	
Experience of working in a team	Application and Interview	X	
Awareness of evidence-based practice	Application and Interview	X	
Analytical decision-making skills	Application and Interview	X	
Ability to deal with stressful situations	Application and Interview	X	
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Ability to cover the full range of shifts required for the post	Application and Interview	X	
Experience of Surgical Nursing	Application and Interview		X
Values and behaviours			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> • Patients First • Always Improving • Working Together 	Application and Interview	X	