

## 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.

<b>Post Title</b>	Staff Nurse	<b>Directorate/Department</b>	Neurosciences
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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.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	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).	Occupational Health	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
Registered nurse on appropriate part of the register	Application	X	
Demonstrate knowledge of the skills required to support learners in practice and to create a positive learning environment.	Application and interview		X
Mentorship course	Application and interview		X

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Neurosciences knowledge/qualification	Application and interview		X
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Experience of teaching and supporting learners in practice.	Application and interview	X	
Teaching experience	Application and interview		X
Previous Neurosciences nursing experience	Application and interview		X
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Clear written communication	Application and interview	X	
Able to use initiative	Application and interview	X	
Understanding of personal accountability	Application and interview	X	
Interest in Neurosciences nursing	Application and interview	X	
Able to prioritise	Application and interview	X	
Awareness of evidence based practice	Application and interview		X
Knowledge of current issues within acute Health Service	Application and interview		X
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Flexibility	Application and interview	X	
Dedicated to maintaining high standards of patient care	Application and interview	X	
Knowledge of own role within the team	Application and interview	X	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>Patients First</li> <li>Always Improving</li> <li>Working Together</li> </ul>	Application and Interview	X	

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