

PERSON SPECIFICATION

Job Title: Rotational Paediatric Staff Nurse

	Criteria	Measured By
Qualifications	Essential: <ul style="list-style-type: none"> Paediatric Nursing qualification, RSCN/RN child branch 	A
	Desirable: <ul style="list-style-type: none"> Teaching and Assessing Course 	A
Knowledge, Behaviours, and Experience	Essential: <ul style="list-style-type: none"> Demonstrate evidence of ability to uphold trust/organisation values and vision 	A / I
	<ul style="list-style-type: none"> Evidence of commitment for continuing education/training. 	A
	<ul style="list-style-type: none"> Ability to establish good working relationships with families and multi-disciplinary team members. 	A / I
	<ul style="list-style-type: none"> Experience of liaison with multi-disciplinary team working. 	A / I
	<ul style="list-style-type: none"> Awareness of recent developments in practice and research including local and national guidelines. 	A / I
	<ul style="list-style-type: none"> An up-to-date understanding of the health, community, and social care sectors. 	A / I
	<ul style="list-style-type: none"> Understanding of clinical governance and risk management and their implications for the service (including a working knowledge of consent, GDPR and confidentiality management, Caldicott Principles, and Duty of Candour). 	A / I
	<ul style="list-style-type: none"> A working knowledge of the principles and implementation of Safeguarding processes and procedures. 	A/I
Skills	<ul style="list-style-type: none"> Supports equality, diversity, and inclusion. 	A/I
	Essential: <ul style="list-style-type: none"> Evidence of excellent communication skills – including verbal, non-verbal, and written. 	A/I
	<ul style="list-style-type: none"> Excellent interpersonal skills – focuses on children and family's needs; able to provide others with clear direction; delegates work appropriately and fairly. 	I
	<ul style="list-style-type: none"> Positive attitude to change – adapts to changing circumstances; accepts new ideas and change initiatives. 	I
	<ul style="list-style-type: none"> Awareness of professional and personal limitations – sets high standards for quality and quantity; monitors and maintains quality and productivity; sets appropriate standards of behaviour. 	I
	<ul style="list-style-type: none"> Team Player – motivates and empowers others. 	A/I
	<ul style="list-style-type: none"> Flexible and Adaptable in approach – adapts interpersonal styles to suit different people or situations; shows respect and sensitivity towards cultural and religious differences. 	I
	<ul style="list-style-type: none"> Organisational skills – works in a systematic, methodical and orderly way. 	A/I
	<ul style="list-style-type: none"> Ability to work under pressure and effectively manage stress – deals with ambiguity, making positive use of the opportunities it presents. 	I

	<ul style="list-style-type: none"> Competent in the use of IT in clinical practice. <p>Desirable:</p> <ul style="list-style-type: none"> Basic Microsoft Office skills Sema PAS/Rio skills 	A A A
Specific Job Requirements	<p>Essential:</p> <ul style="list-style-type: none"> Ability to work flexibly to provide 24-hour cover. Able to meet the travel requirements of the post. 	I I

A = Application

I = Interview/Assessment