

# Person Specification

Job Title: Band 5  
Department: NICU



North Bristol  
NHS Trust

Criteria	Where Found (Application Form, Interview References)	Essential	Desirable
<b>Education/Training/Qualifications</b>			
RGN/RN/RNC/RM	Application Form	✓	
Teaching and assessing qualification or willing to undertake after 2 years post registration	Application Form	✓	
Neonatal qualification in specialism or willingness to undertake	Application Form		✓
Approved Neonatal Life Support Course	Application Form	✓	
Child Protection training Level 3 (Level 2 considered but must be prepared to do Level 3 when in post)	Application Form	✓	
<b>Work Experience</b>			
Minimum 1 years' experience in an acute hospital setting (preferably NICU)	Application Form	✓	
Expectation to undertake training for extended roles required by the ward/department	Application Form; Interview	✓	
Currently working in an acute hospital setting, as a qualified nurse/midwife		✓	
Experience of working in a Neonatal Setting (as a last placement student) or significant evidence of knowledge of specialism			✓
Newly Qualified /Qualifying Paediatric Nurse		✓	
Mentorship experience	Application Form		✓
<b>Knowledge/Skills/Abilities</b>			



Caring



Ambitious



Respectful



Supportive

Advanced communication skills, verbal & written, to include report writing and record keeping	Application Form, Interview, References	✓	
Excellent interpersonal skills with patients and multidisciplinary team	References	✓	
Evidence of continuing professional development	Application Form, Interview, References	✓	
Ability to undertake shift work	Application Form, Interview	✓	
Sound knowledge of health promotion issues to ensure junior staff, patients and carers are provided with education, support and advice as required.	Application Form	✓	
Ability to work as part of a team	Interview, References	✓	
Sound knowledge of the guidelines set out in the NMC code of professional conduct and current Nursing issues	Interview, References	✓	
Sound knowledge of Trust Policies and practices including manual handling, health and safety and infection control	Interview, Application Form		✓
Basic computer/IT skills and expectation to develop these in line with the needs of the service ie Email use, ICE, Badgernet, use of electronic databases to search for professional articles	Application Form	✓	
Ability to organise own workload.	References, Interview. Application Form	✓	
Time management/Basic Problem solving skills	References ,Interview, Application Form	✓	
Knowledge of Neonatal Specialism including key legislation/documents relating to key standards in Neonatal Care and Research	Interview, Application Form	✓	
Experience/knowledge of family centered care	Application Form, Interview	✓	
<b>Personal Qualities/Special Circumstances</b>			
Flexibility /Punctuality/ Reliability	References, Application Form	✓	



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Able to work within a diverse community of patients and healthcare professionals	Interview .References, Application Form	✓	
Experience of caring for babies	Application Form		✓
Caring and compassionate attributes	Application Form, References	✓	



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