

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	Experienced Staff Nurse	Directorate/Department	B
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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).		X	

Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
Registered Nurse on relevant part of the register.	Application	X	
Evidence of on-going personal development	Application	X	
Specialist qualification.	Application		X

Previous or relevant experience necessary

Requirements	Assessment Method	Essential	Desirable
Considerable post registration experience in relevant speciality	Application and Interview	X	
Ward/department management experience	Application and Interview	X	
Knowledge of current issues within acute Health Service	Application and Interview	X	

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Understanding of personal accountability.	Application and Interview	X	
Mentorship experience.	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	
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Flexibility.		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	