

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	Theatre Practitioner	Directorate/Department	Theatres
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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	

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).	Occupational Health clearance; Interview; References	X	

Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
Registered nurse or ODP on relevant part of the register	Application	X	
Degree or equivalent experience	Application	X	
Commitment to complete training within the department	Interview	X	
Evidence of on-going professional development	Application; Interview	X	
Good computer skills	Application	X	
Relevant theatre experience	Application		X

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Specialist theatre work-based learning course, or mentorship course, post-qualification.	Application		X
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable
Knowledge of current issues within acute health service	Application; Interview	X	
Understanding of personal accountability.	Application; Interview	X	
Logical and consistent work and career pattern.	Application; Interview	X	
Aptitude for caring for the anaesthetised and/or acutely unwell patient.	Application; Interview; References	X	
Experience of working within relevant care setting	Application; Interview		X
Teaching Qualification or evidence of informal/formal teaching.	Application; Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Able to use initiative	Interview	X	
Able to prioritise and delegate appropriately	Interview	X	
Able to question practice appropriately	Interview	X	
Practices and promotes the use of evidence-based practice	Interview	X	
Supervisory Skills	Interview	X	
Commitment to professional development	Interview	X	
Ability to work well within a team	Application; Interview	X	
Motivated and commitment to career development	Application; Interview	X	
Reliable and honest	Application; Interview	X	
Enthusiastic	Application; Interview	X	
Ability to deal with stressful situations	Application; Interview	X	
Professionalism	Application; Interview	X	
Interest in research to promote good practice	Application; Interview		X
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable

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Ability to work well under pressure	Application; Interview	X	
Ability to initiate self-learning and development	Application; Interview	X	
Flexibility with working pattern	Application; 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; Interview	X	