

## PERSON SPECIFICATION

<b>JOB TITLE:</b>	Staff Nurse
<b>JOB BAND:</b>	Band 5

### GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
First Level Registered Nurse	Essential
Evidence of professional development	Essential
Evidence of undertaking a recognised course of study in teaching and assessing, or willingness to complete	Essential

Knowledge and Training	Weighting (Essential or Desirable)
Experience of working in an acute hospital setting	Essential
Substantial post registration experience	Essential
Willingness to complete courses relevant to specialist area	Essential
Good organisational skills	Essential
Able to assess, plan, implement and evaluate care	Essential
Ability to organise and prioritise workload	Essential

Experience	Weighting (Essential or Desirable)
Leadership skills	Desirable
Venepuncture skills	Desirable
Experience of working in an acute hospital setting	Essential
Completion of preceptorship/support skills	Desirable
Able to assess, plan, implement and evaluate care	Essential
Able to manage a group of patients	Essential
Computer literate	Essential
Able to keep full and accurate records	Essential
Able to assess, plan, implement and evaluate care	Essential

<b>Communication &amp; Relationship Skills</b>	<b>Weighting (Essential or Desirable)</b>
Effective communication skills, verbal and written	Essential
Ability to work within a team and develop others	Desirable

<b>Analytical &amp; Judgement Skills</b>	<b>Weighting (Essential or Desirable)</b>
Commitment to evidence-based practice	Essential
Keen to develop own skills and develop nursing practice	Essential
Has up to date knowledge of current nursing issues and changes within the NHS	Essential
Research awareness	Desirable
Evidence of projects/research undertaken on own initiative	Desirable

<b>Planning &amp; Organisational Skills</b>	<b>Weighting (Essential or Desirable)</b>
Able to assess, plan, implement and evaluate care	Essential
Ability to work within a team and develop others	Desirable
Able to manage a group of patients	Essential
Leadership skills	Essential

<b>Equality, Diversity, Inclusion and Trust Values</b>	<b>Weighting (Essential or Desirable)</b>
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

<b>Prepared by:</b>	<b>Karen Fisher</b>
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