

PERSON SPECIFICATION

JOB TITLE:	<u>Lead Midwife- Maternity Unit</u>
JOB BAND:	<u>Band 7</u>

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)
Registered Midwife	Essential
Evidence of undertaking a recognised course of study in teaching and assessing (mentorship)	Essential
Educated to degree level	Desirable
Successful completion of the a leadership course or willingness to undertake	Desirable
Examination of the Newborn or working towards	Desirable
Working towards post graduate diploma/Masters level study	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Knowledge of clinical audit and effectiveness systems.	Desirable
Commitment to evidence based practice.	Essential
Competent in the administration of neonatal IV antibiotics and BCG or willing to undertake the training and obtain the required competencies.	Essential
Evidence of regularly undertaking examination of the newborn/ or	Desirable

working towards.	
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Experience	Weighting (Essential or Desirable)
Extensive midwifery experience since qualification.	Essential
Experience in all aspects of intrapartum care	Essential
Proven evidence of managing a team of staff and other resources in the acute setting	Essential

Communication & Relationship Skills	Weighting (Essential or Desirable)
Ability to demonstrate negotiating and influencing skills.	Essential
Able to work flexibly e.g. support other Departments.	Essential
Organised approach to work.	Essential
Honest and trustworthy.	Essential
Demonstrates attention to detail.	Essential
Demonstrates respect for women's dignity.	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Knowledge of current clinical development, evidence based practices and professional issues affecting midwifery.	Essential
Keen to develop own skills and develop midwifery practice.	Essential
Promote and facilitate the development of Midwifery practice to ensure excellence in maternity care.	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Evidence of having developed team working skills and	Essential

implemented teamwork practices.	
Knowledge of effective people management practices.	Essential
Consensus problem solving skills	Essential
Experience of dealing with issues relating to Child Protection	Essential
Developed and implemented safe systems of work to ensure health and safety of staff, patient and visitors.	Essential

Physical Skills	Weighting (Essential or Desirable)
Able to cope with distressing or emotional circumstances.	Essential
Able to cope with unpredictable work patterns and changing circumstances.	Essential
Able to meet the physical requirements of the role	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
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

Prepared by:	Claire Macdiarmid
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Job evaluation completed:	
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