

## 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.

<b>Post Title</b>	Theatre practitioner (Band 5)	<b>Directorate/Department</b>	Theatres & anaesthetics
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

Ability to participate in manual handling and other physical activities such as resuscitation. Ability to move quickly in case of clinical need or emergency.

### 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.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	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).	Occupational Health clearance Application	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
Registered nurse or ODP on relevant part of the register	Application	X	
Attained or working towards completion of Degree	Application	X	

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Evidence of on-going professional development	Application; Interview	X	
Good computer skills	Application	X	
Relevant resus qualification, ie Immediate Life Support	Application		X
Specialist theatre work-based learning course, or mentorship course, post-qualification.	Application		X
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Knowledge of current issues within acute health service.	Application; Interview	X	
Understanding of personal accountability.	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
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
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	

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Interest in research to promote good practice	Application; Interview		X
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
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	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>Patients First</li> <li>Always Improving</li> <li>Working Together</li> </ul>	Application; Interview	X	