

## 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>	Staff Nurse	<b>Directorate/Department</b>	Child Health
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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.)

<b>Assessment Method Key</b>	
(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).	Interview	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
RN Child or equivalent Evidence of on-going personal development. Child Protection and Domestic Violence Awareness.	Interview and Application	x	

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Specialist qualification. Graduate. IV Therapy course/skills Recognised teaching qualification.	Interview and application		x
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Post registration experience in relevant speciality. Ward/department management experience. Knowledge of current issues within acute Health Service. Understanding of personal accountability. Mentorship experience. Awareness of responsibilities for management of infection control	Application and interview	x	
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Good communication skills.</li> <li>• Good written and oral communication skills.</li> <li>• Able to use initiative.</li> <li>• Analytical decision-making skills.</li> <li>• Team player.</li> <li>• Awareness of evidence based practice</li> <li>• Commitment to professional development</li> </ul>	Application and interview	x	
Enthusiasm to participate fully with PICU Foundation Programme and to consolidate appropriately	Application and interview		x
<b>Special requirements of the post</b>			

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Requirements	Assessment Method	Essential	Desirable
<ul style="list-style-type: none"> <li>• Flexible in working to cover full range of shift patterns and willingness to care for critically ill patients in other settings if required.</li> </ul> Clear rationale for applying for post	interview	x	
<b>Values and behaviours</b>			
Requirements	Assessment Method	Essential	Desirable
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 and Interview	X	