

### Person Specification

<p><b>Department:</b> Integrated Geriatric and Stroke Medicine</p> <p><b>Location:</b> Stroke Pathway and Rehabilitation Centre</p> <p><b>Drawn up by:</b> Ruth Mansell</p>	<p><b>Job Title:</b> Sister/Charge Nurse</p> <p><b>AFC Band:</b> 6</p>	<p><b>Permanent X</b></p> <p><b>Fixed Term</b></p> <p><b>Temporary</b></p> <p><b>Bank</b></p>	<p><b>Weekly Hours:</b> 37.5 hours per week</p>
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<b>Shortlist</b> Criteria relevant to the job	<b>Essential</b> Requirements necessary for safe and effective performance in the job	<b>Additional/Useful</b> Where available, elements that contribute to improved/ immediate performance in the job	<b>Evidence obtained from:</b> Presentation - P Interview - I Skills Assessment - S Application form – A
<b>Qualifications</b> (General education/further and professional)	<p>1<sup>st</sup> Level Registration Nurse</p> <p>Current NMC registration</p> <p>To have completed the national PEAP programme for practice supervisors or equivalent teaching and assessing qualification for those with ENB998.</p>	<p>1<sup>st</sup> Level Degree or equivalent or evidence of study at that level or demonstrable extensive experience</p> <p>Undertaken Stroke module</p>	A
<b>Experience</b> (Previous/current work or any other relevant experience)	<p>Relevant experience working in and acute / rehabilitation setting</p> <p>Experience of teaching/assessing and supervision of others in a clinical setting.</p> <p>Able to demonstrate implementation of change in practice</p> <p>Evidence of high level commitment to professional development</p> <p>Ability to work autonomously</p> <p>Experience of patient flow and coordinating the busy inpatient areas/wards</p> <p>Commitment to work within the Clinical Governance Framework</p>	<p>Proven experience of managing a ward; including management of rotas, team competencies, resources and staff.</p> <p>Knowledge of relevant Policies and Procedure at STHFT</p> <p>Organisational Mandatory Training Policy and Strategy</p> <p>Knowledge of the Stroke Pathway</p> <p>Current experience working in stroke service</p> <p>Evidence of research applied to nursing practice</p> <p>Evidence of management experience</p>	A+I
<b>Further Training</b> (Specialist/Management previous job training)	Evidence of relevant professional development	<p>Successful completion of clinical and management training</p> <p>Post basic education and training in stroke (STARS)</p>	A+I+P
<b>Special Skills/Aptitudes</b> (Verbal, numerical, mechanical)	Excellent effective communication and interpersonal skills		A+I+P

	Excellent leadership skills  Excellent organisational skills with the ability to work to tight and conflicting deadlines.		
<b>Other Factors</b>	Demonstrates STH PROUD values  Flexible, highly motivated and reliable  Motivational Skills  Commitment to the development of nursing and care staff  Ability to work independently and as part of a team		A+I+P

Signed: ..... Date: .....

THIS FORM TO BE RETURNED TO THE HUMAN RESOURCES  
 DEPARTMENT FOR MONITORING PURPOSES

*We are committed to our responsibilities under the Equality Act 2010 and encourage equal opportunities, diversity and flexibility within our workforce*