

“Creating a great place to be cared for; a great place to work.”



**University Hospitals of
Morecambe Bay**
NHS Foundation Trust

PERSON SPECIFICATION		
Requirements	Essential	Desirable
Education and qualifications	<p>1st level registered nurse.</p> <p>Recent post basic clinical qualification in relevant clinical area.</p> <p>Mentoring / assessing qualification or Teaching qualification eg City & Guilds, Professional Trainers Certificate</p>	<p>Recent leadership development or willingness to work towards a leadership qualification.</p> <p>ECDL or equiv</p>
Experience	<p>Recent relevant experience at senior level within the speciality.</p> <p>Evidence of clinical competence in speciality.</p> <p>Able to assume a lead clinical role as appropriate.</p> <p>Understanding of the setting and monitoring of standards.</p> <p>Evidence of teaching and developing staff.</p> <p>Able to work as a member of the multidisciplinary clinical team.</p>	
Skills, ability and knowledge	<p>Demonstrable appropriate/ specific clinical skills to designated area, e.g:</p> <ul style="list-style-type: none"> • ILS / ALERT • Peripheral venous cannulation • Physical assessment skills • IV Administration • Venepuncture 	<p>Understanding of the role of Research and Development</p>

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	<ul style="list-style-type: none"> • ECG <p>Ability to prioritise and demonstrate time management and organisational skills in managing self and others</p> <p>Demonstrate ability to obtain and evaluate information to aid decision making and to develop others in this area.</p> <p>Ability to manage the care of a wide variety of patient conditions.</p> <p>Understanding of clinical governance and its application.</p> <p>Ability to develop standards of care.</p> <p>Committed to CPD of self and others.</p> <p>Demonstrate people management skills including:</p> <ul style="list-style-type: none"> • Motivation of staff and team building • Negotiation • Decision Making • Leadership • Staff development • Conflict and problem solving <p>Understanding of current NHS issues</p> <p>Initiate and manage change</p> <p>Excellent communication skills both verbal and written</p> <p>Ensures that own actions support equality, diversity, rights and maintain quality</p>	
<p>Personal Qualities</p>	<p>Adaptable to the changing needs of the service.</p> <p>Self motivated, enthusiastic, innovative, flexible.</p> <p>Approachable, open style of management.</p> <p>Able to deal with difficult and sensitive situations with tact and</p>	

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	diplomacy Ability to travel as required	
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