

NHS Lothian
Post: BAND 7
PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	Excellent interpersonal skills. Strong leadership skills with the ability to motivate and lead a team. A strong advocate for patients and their families. Be able to create a calm and friendly atmosphere. Has the ability to maintain and enhance public confidence in our service.	Ability to work collaboratively with other specialities/key persons to ensure patient Care is maintained.	I / P / R
Qualifications and Training	Registered General Nurse Educated to degree level or working towards. Evidence of further management education and training. Relevant post graduate education to support clinical experience.	Further education in the relevant area e.g. Critical care, long term conditions or specific Speciality conditions.	A / C
Experience and Knowledge	Motivated to work in the speciality & demonstrates a genuine interest in the clinical environment. Knowledge of current clinical issues and challenges related to clinical area.	Insight into local and national Standards related to the area. Experience of working in critical care or CCU.	A / I
Skills and/or Abilities	Excellent written and oral communication skills. Ability to organise and prioritise.	Previous knowledge and understanding of speciality areas	A / C / I / R
Specific Job Requirements	Understanding of NHS Lothian guidelines related to the workplace and staff performance. Encouragement of Lothian Values Support diversity and equality within NHS Lothian and your workplace.		A / I / T / P

Key – how assessed

A = Application form	I = Interview
C = Copies of certificates	T = Test or exercise
= Presentation	R = References