

PERSON SPECIFICATION

For the post of Staff Nurse

Below are the essential and desirable knowledge, training (including qualifications) and experience required to do this job.

Criteria	Essential	Desirable	How assessed
Personal Traits	<p>Understands and demonstrates NHS Borders values of quality, teamwork, care & compassion, dignity & respect, and openness, honesty & responsibility through the application of appropriate behaviours and attitudes</p> <ul style="list-style-type: none"> • Ability to work flexibly and independently • Commitment to high standards of care • Leadership qualities and acts as a positive role model for staff • Approachable • Articulate Communicator • Professional attitude to work • Motivated to work within speciality 		A,I,R
Qualifications and Training	<ul style="list-style-type: none"> • Registered nurse on NMC Register • Educated to degree level • Post registration professional practice in keeping with the key result areas of the role • Management of violence and aggression training- level 3 Control and restraint (<i>applicable to Mental Health and Learning Disability Nursing roles</i>) • Evidence of continuing professional development • Commitment to undertake service specific competencies 		A,C,I,R
Experience and Knowledge	<ul style="list-style-type: none"> • Experience in performing individual performance review. • Experience of quality improvement 	<ul style="list-style-type: none"> • Evidence of leading projects or influencing individual staff groups • Previous nursing experience in 	A, I

	<ul style="list-style-type: none"> • Experience managing conflict and dealing with competing priorities • Experience in leading a team • Advanced theoretical and practical knowledge of a range clinical procedures and practices • Knowledge of hospital policies/procedures and practices specific to the working environment • Experience of completing and reviewing person centred, strengths-based care plans in collaboration with service users and carers. 	<p>preferred specialism is desirable</p> <ul style="list-style-type: none"> • Evidence of research audit experience • Experience in supporting nursing staff through PDP and appraisal process • Participated in clinical supervision 	
Skills and/or Abilities	<ul style="list-style-type: none"> • Team-working skills and the ability to work using own initiative. • Effective communication skills. • Excellent interpersonal skills • Excellent analytical and numerical skills • Good IT knowledge and skills • Ability to use initiative • Listening and interpersonal skills • Time management skills/ability to prioritise workload • Evidence of problem-solving skills • Care plan compilation and ability to plan and organise care for group of patients • Ability to participate in complex decision-making regarding patient care 	<ul style="list-style-type: none"> • Evidence of motivational skills to ensure collaborative working 	A,I,R
Specific Job Requirements	<ul style="list-style-type: none"> • Requirement to make risk assessments relating to care on a daily basis. • Concentration when assessing patients and planning care 		A,I,R

Key – how assessed

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