

Clinical Nurse Manager ED
Royal Infirmary of Edinburgh
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	<ul style="list-style-type: none"> ▪ Calm, Organised and acts as an exemplar role model for staff. ▪ Ability to cope responsively and professionally in an increasingly complex environment. ▪ Team player with excellent communication skills 	<ul style="list-style-type: none"> ▪ Logical thinker ▪ Innovative & self motivated 	A,I,R
Qualifications and Training	<ul style="list-style-type: none"> ▪ RGN ▪ Educated to / working towards or at Masters level ▪ Experience of team leadership ▪ Evidence of CPD 	<ul style="list-style-type: none"> ▪ Previous CNM experience 	A,C,I,R
Experience and Knowledge	<ul style="list-style-type: none"> ▪ Proven Senior Nurse Experience; providing professional nursing leadership in a senior Nurse Capacity ▪ Extensive understanding of unscheduled care ▪ Demonstrate flexibility and evidence of transferable skills 		A, I, R

Skills and/or Abilities	<ul style="list-style-type: none"> ▪ Highly developed interpersonal skills ▪ Evidence of professional leadership and team working; including multi-disciplinary team working. ▪ Evidence of innovative problem solving when dealing with complex situations ▪ Ability to manage competing priorities ▪ Well established communication and negotiation skills 		A,I,R
Specific Job Requirements	<ul style="list-style-type: none"> ▪ Flexibility in working week to cover 7 days ▪ Comprehensive understanding of RIE site for site CNM weekend cover ▪ Requirement to make autonomous decisions on a daily basis. 		A,I,R

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