RECRUITMENT AND SELECTION STANDARDS



PERSON SPECIFICATION FORM

Post Title/Band**: Fetal Medicine Midwife**

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | * Post-registration midwifery experience in the NHS with extensive clinical experience at a senior level band 6. | * Knowledge and experience of fetal medicine, caring for women who experience fetal loss and bereavement care. | Application form and interview |
| **Qualifications/**  **Training** | * 1**st** Level Registered Midwife, * Educated to Degree Level or portfolio of evidence demonstrating equivalent experience at that level, * Evidenceof ongoing professional development, * Proven leadership skills. | * Experience in communication and counselling skills, * Knowledge of current bereavement care. | Application form |
| **Knowledge** | * Practical and theoretical knowledge covering conditions and procedures, * Awareness of current antenatal screening programmes and scope of fetal medicine practice. | * Knowledge of clinical research, audit and education, * Experience in changing and influencing clinical practice, * Experience of working in a fetal medicine team, or antenatal screening role. | Application form and interview |

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| **Skills** | * Excellent verbal and written communication skills, * A level of English Language competency to undertake this role safely and effectively, * Effective decision maker, * Good organisational skills, * Excellent interpersonal and listening skills, * Experience in developing, implementing and managing change, * Negotiating and influencing skills, * Excellent time management, prioritisation and organisational skills, * IT literate. | * Good presentation skills, * Experience of participating in the provision of staff education, * Able to work as part of a small team in a potentially high pressured and emotive environment. | Interview |
| **Aptitude** | * Team player and ability to motivate others, * Innovative, * Calm under pressure, * High level of personal motivation, * Ability to delegate and empower others. |  | Interview |
| **Other**  **e.g. Team Player, Be able to travel** | * Abilityto travel across sites, * Multidisciplinary team player, * Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife. |  | Interview |