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 |