**Person Specification**

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| JOB TITLE/BAND:  | Discharge Co-ordinator Band 6  |
| **LOCATION:**  | **Discharge Hub, Ninewells Hospital** |
| **HOURS:**  | 37 |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **EXPERIENCE:** | Previous post registration experienceExperience of working in an acute hospital environmentRecent experience in assessment and caring for older people Experience of working within a multidisciplinary environmentKnowledge and understanding of team conceptAbility to fulfil criteria outlined in the job descriptionExperience in reflecting on own practiceAbility to work autonomously, use own initiative and work effectively as part of a multi-professional team | Recent experience in the assessment, planning and evaluation of patients needExperience of working in various clinical settingsExperience of collaborative working with Local Authority/ Multi agency colleagues | Evidenced through career history on application form and statement of supportResponses to interview questions |
| **QUALIFICATIONS:**(Training; Research; Publications) | UK First Level Registered General Nurse or AHP qualification | Educated to degree level | Evidenced through application form, statement of support and interview |
| **KNOWLEDGE & SKILLS:** | Up to date knowledge and understanding of the assessment and rehabilitation needs of patients to be able to undertake comprehensive assessments An understanding of other professionals involved in a patient’s rehabilitation journeySkills around clinical judgements and decision making to determine appropriate discharge destination based on own/others assessment  Leadership skillsExcellent interpersonal and communication skillsStrong time management and personal organisation skillsEffective team working skills with ability to work autonomouslyWorking confidently and proactively as a member of a multi-professional/multi agency care delivery teamFlexibility to work over a seven day periodAn interest in teaching/mentorship skillsAn enthusiasm and commitment for professional and service developmentAdvanced communication skills – verbal, written and ITDemonstrates a desire to work within the team/service | Understanding of the provision of assessment and rehabilitation services within Tayside, including Dundee Assessing and improving clinical practice using improvement methodologyTeaching, presentation and communication skillsProfessional portfolio or equivalent record of CPD | Evidenced through application form and Statement of SupportResponses to interview questions |
| **PERSONAL QUALITIES:** | Ability to work well under pressure and with integrity to respond positively to unpredictable situations with and without direct supervision Reflect on own practice Ability to work independently and as a member of a teamDemonstrate flexibility and a positive attitude to team workingCommitted to continuous professional development | Computer literacyUse of advanced clinical reasoning skills to provide effective discharge planning Clear vision of role and commitment to service improvement and delivery | Evidenced through application form and Statement of SupportResponses to interview questions |
| **OTHER:**(eg travel across Tayside) | Ability to travel to other NHS sitesAbility to work flexibly across locality teams |  | Responses to interview questions |