**RECRUITMENT AND SELECTION STANDARDS**

**PERSON SPECIFICATION FORM**

**Post Title:     Health Protection Nurse**

**Band: 6**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **EXPERIENCE:** | Extensive post registration experience as a registered nurse or midwife.  Experience working in Health Protection  Multi-disciplinary working across divisions and organisations  Adept at delivering sensitive and confidential information to patients, carers and staff.  Experienced in delivering training to a wide range of audiences. | Community nursing experience  Experience of supervising / mentoring staff/teams / students  Public Health Nursing experience.  Infection prevention and control experience.  Experience of working with. TB cases and contacts. Competent in indradermal injection technique for administrating Mantoux testing and BCG vaccinations.  Report writing  Risk assessment  Experience of supporting Outbreak Control Team, Incident Management Team or Problem Assessment Group. | Application form/ Interview |
| **QUALIFICATIONS:**  (Training; Research; Publications) | Relevant first degree or equivalent experience, plus Postgraduate qualification or equivalent experience.  Registered nurse or midwife. | Audit/research experience  Completed the NES Immunisation E learning programme/ TURAS Promoting effective immunisation practice.  Willing to work towards degree / master level qualification in Public Health/infection control or similar. | Application form/certificates/ NMC registration |
| **KNOWLEDGE & SKILLS:** | Excellent communication skills with the ability to tailor methods of communication to meet the needs of the audience e.g. public, partner organisations, NHS staff.  The ability to convey often sensitive and complex information to a broad range of people.  The ability to manage, develop and organise work in a multidisciplinary/multi-agency environment. Competent in the use of software packages commensurate with the requirements of the post e.g. TEAMS, SCI-Store, Clinical portal, email, power point etc.  Strategic thinking and planning with strong organisational and interpersonal skills. | Experience in using HPZone  Knowledge of Immunology/ immunisation/vaccination.  Knowledge of Health Protection/Public Health.  Knowledge of Tuberculosis | Application form/interview /presentation |
| **PERSONAL QUALITIES:** | Practicing within the Code of Practice of the Nursing & Midwifery Council.  Leadership attributes.  Able to work as part of a team and work autonomously.  Be self-motivated and able to manage own time effectively and prioritise work load accordingly. | Ability to deal positively with stress.  Motivational and influencing skills. | Application form  Interview |
| **OTHER:**  (e.g. travel across Fife) | The post holder will contribute to the delivery of a health protection service across the East of Scotland region  There may be a requirement to cover on call rota  There may be some planned travel across Scotland and unplanned travel across NHS Fife.  The post working hours will be within the hours of 8.30 am to 6.30pm to cover the needs of the service. Some work out with this time frame may be required e.g. when dealing with situations or incidents, outbreaks.  Weekend working will be required. |  |  |