

PERSON SPECIFICATION



DEPUTY LEAD NURSE

The following outlines the criteria for this post.

Applicants should describe in their application how they meet the criteria.

Requirement : Essential (E) / Desirable (D)

Qualifications:

- BSc Nursing or RN in Child or Learning Disability Nursing and currently registered with NMC (E)
- Post registration, specialist training relevant to speciality (D)
- Practice assessor/supervisor (E)

Experience:

- Experienced in assessing and developing patient care plans (E)
- Experienced in developing and delivering care and clinical interventions to patients (E)
- Experience of MDT working(E)
- Experience of teaching, training and supervision/assessing junior staff and students (E)
- Evidence of recent CPD (E)
- Evidence of developing policy, guidelines contributing to management of resources (E)

Skills:

- Excellent communication skills, written and verbal, ability to receive and provide complex information which may be sensitive, contentious, where persuasive negotiation may be required and there could be barriers to understanding (E)
- Ability to work autonomously; prioritise workload, instruct and direct others, work is managed rather than supervised; works within clear code of practice (E)
- Problem solving skills (E)
- Advocacy skills (E)
- Teaching, supervision and assessing skills (E)
- Dexterity required for intravenous and intramuscular injections, inserting catheters, setting up syringe drivers, removal of sutures, wound management (E)
- Assess patient/clients plan develop/implement programmes of care conditions, using judgement when assessing /evaluating patients' conditions (E)
- Ability to work as part of a team and support development of others (E)
- Ability to adapt to change within work situation (E)

Knowledge:

- Understanding of the health needs of people in their care and health promotion (E)
- Understanding of a range of clinical approaches (E)
- Awareness of research and evidence-based practice relevant to clinical area (E)
- Knowledge of health promotion (E)

Equality:

- Be able to demonstrate an understanding of the principles of equality, diversity, and inclusion and how they apply to staff and patients in a healthcare setting. Able to demonstrate personal commitment to challenging discrimination and promoting equalities, at an appropriate level for the post (E)

Other:

- Is able to work legally in the UK (E)
- Is able to work with children and vulnerable adults and aware of safeguarding (E)
- Willing to travel for meetings across a range of sites if required for role (E)
- For posts which require a professional registration, postholders hold a valid up to date registration with their professional body (E)
- For posts where postholders are required to drive as part of their role they hold a valid full driving licence which enables them to drive in the UK (E)