

# Person Specification

<b>Post Title: Staff Nurse</b>		<b>Grade</b>	<b>Department</b>	
<b>Criteria relevant to the job</b>	<b>Essential</b> Requirements necessary for safe and effective performance in the job	<b>Method of Assessment</b>	<b>Desirable</b> Where available, elements that contribute to improved/immediate performance in the job	<b>Method of Assessment</b>
Qualifications and Training	<ul style="list-style-type: none"><li>• Registered nurse at diploma/degree level</li></ul>	application and interview	<ul style="list-style-type: none"><li>• Post registration experience</li><li>• Palliative Care qualification</li><li>• Willing to undertake further qualifications</li></ul>	application and interview
Experience	<ul style="list-style-type: none"><li>• Experience of working effectively in a multi-disciplinary team</li></ul>	application and interview	<ul style="list-style-type: none"><li>• Specialist Palliative Experience</li><li>• Experience of nursing terminally ill patients and caring for their families</li></ul>	application and interview
Skills and Knowledge	<ul style="list-style-type: none"><li>• Excellent verbal and written communication skills</li><li>• Ability to articulate in a clear and sensitive manner</li><li>• Good interpersonal skills</li><li>• Demonstrable resilience to working with those facing loss and bereavement</li><li>• Ability to work effectively in a demanding environment</li></ul>	application and interview	<ul style="list-style-type: none"><li>• Computer skills</li><li>• Ability to contribute to the learning environment</li></ul>	

Personal Attributes	<ul style="list-style-type: none"> <li>• Self aware</li> <li>• Confident and self assured</li> <li>• Motivated and enthusiastic</li> <li>• Excellent negotiation and interpersonal skills</li> <li>• Evidence of ongoing continuous development</li> <li>• Ability to work effectively as part of a team</li> <li>• Able to evidence behaviour consistent with the Hospice values of professionalism, compassion, respect, choice, integrity and reputation,</li> </ul>	Interview		
Special Requirements	<ul style="list-style-type: none"> <li>• Flexible approach</li> <li>• Willing to undertake internal rotation</li> </ul>	Interview		

**Signature of Post holder:** ..... **Date:** .....

**Signature of Manager:** ..... **Date:** .....