

Person Specification

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

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

Signature of Post holder: **Date:**

Signature of Manager: **Date:**