

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	Registered nurse at diploma/degree level	application and interview	- Post registration experience - Palliative Care qualification - Willing to undertake further qualifications	application and interview
Experience	Experience of working effectively in a multi-disciplinary team	application and interview	- Specialist Palliative Experience - Experience of nursing terminally ill patients and caring for their families	application and interview
Skills and Knowledge	- 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	- Computer skills - Ability to contribute to the learning environment	

Personal Attributes	• 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	• Flexible approach • Willing to undertake internal rotation	Interview		

Signature of Post holder: **Date:**

Signature of Manager: **Date:**