Person Specification /Interview Score Sheet

Job Title: Band 3 Health Care Assistant - Dermatology   **Accountable to**: Clinical Lead

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Knowledge & Qualifications	- Working towards NVQ3 in Health & Social Care. - Have a completed Care Certificate - To be educated to GCSE (or equivalent) standard with a pass in English & Mathematics. - Knowledge of National targets within an Acute care setting.	Apprenticeship Diploma/NVQ3 in Health & Social Care	.		
Experience	Previous experience of working in a health care setting within a Hospital environment	Experience within Dermatology	.		
Technical Skills/ Competencies	- Excellent communication skills, written, by telephone or face to face using tact, negotiation skills or persuasion where there may be barriers or the need for a better understanding. - Basic IT skills - Proven organisational and interpersonal skills. - A willingness to undertake and develop skills in wound management, phototherapy and as a surgical assistant	- Previous band 3 experience. - Theatre skills - Wound management - Phototherapy experience			
Interpersonal Skills	- Able to work on own initiative - Able to work as a team player	Conflict resolution			
Personal Attributes	- Friendly and approachable manner. - Trustworthy and reliable. - Ability to work under pressure, remain calm and prioritise duties. - To demonstrate a good understanding of the importance of confidentiality and data protection. - Able to manage time effectively.				

Other requirements specific to the role	• Understanding of personal accountability and the need to recognize limitations. • Be able to speak English as required to undertake the role		.		
		Total Score			

Scoring Key:			***HI – How Identified**	
1	Does not meet criteria		**A**	Application form
2	Below requirement (serious shortcomings)		**I**	Interview
3	Acceptable level of competence (some shortcomings in performance)		**T**	Test
4	Acceptable level of competence (quality evidence provided)		**P**	Presentation
5	Exceptional standard			