

**PERSON SPECIFICATION – Matron – Paediatric Community, Virtual Ward, & Clinical Nursing Specialist Services**

Requirements	Essential	Desirable	Method of Assessment
Qualifications/ Training	<ul style="list-style-type: none"> <li>Registered Nurse /RSCN or RN (Child Branch)</li> <li>Evidence of continued professional development.</li> <li>Educated to 1st Degree level.</li> <li>Operational management experience</li> <li>Master's level study</li> <li>Management Qualification</li> </ul>	<ul style="list-style-type: none"> <li>Qualification in clinical specialty.</li> <li>Community Qualification ideally CCN Specialist Practitioner.</li> </ul>	Application/Interview
Skills & Abilities	<ul style="list-style-type: none"> <li>Leadership abilities developed through experience and training both formal and informal.</li> <li>Able to demonstrate change management skills.</li> <li>Maintain clinical competence e.g., intravenous medication administration &amp; catheter care.</li> <li>Ability to motivate staff groups and implement agreed change.</li> <li>Project management skills</li> <li>Able to demonstrate organisational skills.</li> <li>Forward thinking</li> <li>Innovative</li> <li>People management skills</li> <li>Adaptability</li> <li>Knowledge of current changes and developments within the NHS</li> <li>Risk Management</li> <li>Clinical Governance</li> <li>Budget Management</li> <li>Clinical nursing expertise</li> <li>Evidence of clinical leadership qualities</li> <li>Monitors and maintains health, safety and security of self and others.</li> </ul>		Application/Interview

	<ul style="list-style-type: none"> <li>• Promotes, monitors and maintains best practice in health, safety and security.</li> <li>• Clinical governance and risk management techniques and skills</li> <li>• Thorough understanding of NHS improvement agenda</li> <li>• Skill-mix and Workforce Planning</li> <li>• Creative, lateral thinker</li> <li>• Sensitivity based on knowledge.</li> <li>• Flexible and positive approach to work</li> </ul>		
Experience	<ul style="list-style-type: none"> <li>• Clinically wide-ranging at band 7 or above with children &amp; young people.</li> <li>• Proven ability of working within a multi-disciplinary team and evidence of team development</li> <li>• Experience of implementation of service developments</li> <li>• Experience of managing Nursing establishments and Skill Mix reviews</li> <li>• Staff management</li> <li>• Financial management</li> </ul>		Application/Interview
Other requirements	<ul style="list-style-type: none"> <li>• Ability to motivate and coach others.</li> <li>• Sensitive and compassionate</li> <li>• Clarity of thought and articulate in presenting ideas and opinions.</li> <li>• Ability to work as part of a team.</li> <li>• Role model</li> <li>• Lead by example</li> <li>• Negotiating skills</li> <li>• Influencing skills</li> <li>• Enthusiasm &amp; motivation</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of leadership qualities</li> <li>• Other work experience/outside interests</li> </ul>	Application/Interview