

PERSON SPECIFICATION

This person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet, or have the potential to meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

Job title:	Children & Young People's Continence Nurse
Grade:	5
Directorate:	Children's Specialist Services
Division:	Children's Community Nursing
Service:	Children & Young People's Continence

Criteria	Essential or desirable	Method of Assessment
Qualifications and/or Professional Registration		
Registered Children's Nurse Or Registered Nurse with recent evidence of working within a community specialism of children and young people; with an interest in children's continence	Essential [E]	Certificate [C]
ENB 998 / Mentorship module or equivalent Module in Child Protection/Safeguarding Children	D D	C
Experience		
Minimum 2 years post registration clinical experience at band 5 Experience of managing a caseload in a community setting and/or patients on a children's ward.	E E	[A / I] A / I

Criteria	Essential or desirable	Method of Assessment
Experience of teaching / health promotion	E	A / I
Experience of working in partnership with other allied health, social, education and volunteer agencies	E	A / I
Evidence of relevant post registration professional development	D	A / I / C
Experience of working with children and families/carers	E	A / I
Experience of mentoring students and junior staff	E	A / I
Skills and Knowledge		
Proficient clinical assessment and care planning skills	E	A/I
Good understanding of children's communication, physical well-being & emotional needs	E	A/I/
Communication and interpersonal skills with the ability to communicate and engage with staff, children and families	E	A/I/C
Ability to make informed decisions and prioritise own workload	E	A / I
Ability to help develop set up and implement new working practices and evaluate processes once implemented	E	A / I
Ability to demonstrate knowledge of child and adult safeguarding and take appropriate action to safeguard	E	A / I
Awareness of professional responsibilities and boundaries	E	A / I
Able to work collaboratively with multi-disciplinary interagency teams and to liaise effectively with a wide range of stakeholders.	E	A/I/C
Interest in and working knowledge of IT and new technologies.		

Criteria	Essential or desirable	Method of Assessment
Other requirements		
Ability to travel as required meeting the needs of the service on a daily basis. A full valid driving licence and access to a car to use regularly for business purposes is essential (unless you have a disability as defined by the Equality Act 2010).	E	C

Equality and Diversity

In addition to any specific criteria laid out above, each applicant will be expected to demonstrate a basic understanding of the principles of equal opportunities in relation to the post. The degree of knowledge required will depend on the level and nature of the post in question.

Two Ticks Scheme – Positive about Disabled People

Sussex Community NHS Trust is a member of the 'Two Ticks' Scheme. This means we will guarantee an interview to any candidate who has a disability if they meet the essential requirements of the person specification.



Candidates who would like to discuss adjustments to the selection process or the working arrangements should they be successful should contact the recruiting manager. We will welcome contact from disabled candidates so that we can fully understand how we can support them and give them the best possible chance of success in the selection process and in any future job they might be appointed to.

Author's name:	Karen Arkle
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