

## Senior Staff Nurse – Band 6

**Job Title: Senior Staff Nurse**

**Band: 6**

**Department:** Acute Inpatients

**All candidates will be considered on their ability to meet the requirements of this person specification.**

E = Essential criterion for the role      D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria (E/D)
<b>Education/ Qualifications</b>	• A professional healthcare qualification (Nurse)	E
	• Registration to practice	E
	• Post graduate training degree (or specific courses equivalent to degree level)	D
	• Management Qualification or equivalent experience	D
<b>Knowledge &amp; Experience</b>	• Post-graduate experience working in MH Inpatients	D
	• Comprehensive experience of multi-disciplinary work	E
	• Strategic management approach, effective middle management experience	D
	• Involvement in research and/or clinical evaluation and audit	D
	• Detailed knowledge of NHS and other legislation and policy pertinent to service	D
	• Experience of Inpatients working	E
	• Previous leadership experience	D
	• Performance and workforce planning experience	D

<b>Skills/Personal qualities</b>	• Working knowledge of mental health disorders	E
	• Working knowledge and application of current best practices in Inpatients	E
	• Working knowledge, understanding and interpretation of national mental health policy agenda and care planning relating to mental health	E
	• Presentation and training skills	D
	• Ability to work under pressure and set priorities	E
	• Good written and verbal communication skills	E
	• Ability to build and maintain effective working relationships with team, partner agencies, stakeholders and commissioners	E
	• Ability to reflect on and critically appraise staff and own performance using PDR process	D
	• Understanding of current policy, practice and implications	E
	• Knowledge and application of clinical governance issues	D
	• Ability to cope with uncertainty	E
	• Ability to be flexible and imaginative	E
	• Ability to organise and respond efficiently to complex information	D
	• Experience of recruitment and selection presentation at national level	D
	• Willingness to work flexibly	E
	• Commitment to lifelong learning	E
	• Good team player	E
	• Enthusiastic	E
	• Positive and flexible approach to work	E

	<ul style="list-style-type: none"> <li>• Calm under pressure in distressing or sensitive situations</li> <li>• Tact and diplomacy</li> <li>• IT Literate</li> <li>• Commitment to person-centred, non-discriminatory practice</li> <li>• Ability to travel</li> </ul>	E  E  E  D
<b>Trust Behaviours</b>	<ul style="list-style-type: none"> <li>• Be compassionate, empathetic and caring to everyone</li> <li>• Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone</li> <li>• Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do</li> <li>• Act with transparency and honesty; respect and value others to do the right thing at the right time for everyone.</li> </ul>	