

Person Specification

Job Title:

Registered Nurse

Notes of Guidance for Candidates

For each criteria, you must show in your application form how you meet that criteria in order to be shortlisted for interview. The information you give on your application form will be expanded upon at interview. By the end of the selection process you will need to have demonstrated that you meet all the criteria on this Person Specification to be considered for appointment.

Attributes	Essential Criteria	Desirable Criteria
Personal Attributes, Values & Behaviours	▪ Helpful, positive and respectful to all ▪ Treating people as individuals with unique and diverse needs ▪ Commitment to supporting people to exercise their rights and choices and retain control ▪ Willing both to lead and to be led and to do any reasonable task to get the work done ▪ Be a compassionate person ▪ Willingness to respect residents in their Christian faith ▪ A positive attitude towards the Pilgrims' Friend Society and its wider aims and objectives	▪ Understanding of Emotional Intelligence
Experience	▪ Working as a nurse within a care home or very similar environment ▪ Supervisory Experience ▪ Completing written records of care given in care plans	▪ Experience working in a residential care home ▪ Working with older people (with dementia and/or learning disabilities) ▪ End of life care

	▪ Devising and updating care plans	
Skills & Abilities	▪ Able to have responsibility for being in charge of a shift ▪ Able to provide nursing care in line with current research based practice ▪ Able to lead, motivate and encourage other staff to give of their best ▪ Ability to promote and provide support and personal care in a manner that upholds the principles of person-centred care ▪ Ability to enable residents to retain the highest possible degree of privacy and personal independence ▪ Ability to give compassionate care through relationships based on empathy, respect and dignity ▪ Ability to see people as individuals and interact with them at every level ▪ Able to work effectively as part of a team ▪ Good organisational skills ▪ Ability to use initiative in problem solving	▪ Ability to engage people in social and/or therapeutic activities
Knowledge	▪ A basic understanding of the needs of older people ▪ Understanding the need for maintaining confidentiality	▪ Understanding of the Care Act 2014 and CQC Fundamental Standards

Qualifications & Training	▪ Level 1 Registered Nurse (RN) registered with the Nursing and Midwifery council (NMC) ▪ Basic literacy and numeracy skills ▪ Willingness to participate in training and attend relevant staff meetings ▪ Awareness of self-development	Qualification or evidence of training in some or all of the following: ▪ Dementia ▪ Food hygiene ▪ End of life care ▪ Infection Control ▪ Moving & handling ▪ Safeguarding ▪ Mental Capacity Act (MCA) ▪ Deprivation of Liberty Safeguards (DoLS) ▪ Emergency First Aid/Basic Life Support ▪ Management skills training ▪ Teaching and assessing ▪ Evidence of continuing professional development
Communication Skills	▪ Customer care skills ▪ Communicate effectively, especially with residents, professionals and staff ▪ Experienced and confident constructing and adhering to Care Plans ▪ Listening skills ▪ Good interpersonal skills ▪ Good recording skills	▪ Customer care skills
Other Special Requirements	▪ Willingness to be flexible in working pattern ▪ Good general health and reasonable level of fitness to be able to assist in the delivery of nursing and care	