



Sheffield's Hospice

EMPLOYEE SPECIFICATION

POST: Clinical Facilitator

A = Application

I = Interview

P = Presentation

St Luke's Hospice is an Equal Opportunities employer and promotes equality of access to employment. St Luke's Hospice employees are required to follow the specific HR Policies supporting recruitment & selection.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE			
Current experience in a clinical setting	✓		A, I
Palliative Care experience	✓		A, I
Planning and facilitating teaching sessions (P)	✓	✓	A, I
Assessment of staff and/or learners			A, I
Supervision and support of staff or students within a clinical setting (P)	✓	✓	A, I
Teaching and assessment of staff and/or students in mandatory training competence and compliance (P)			A, I
KNOWLEDGE			
Computer, data inputting and Microsoft office including Excel	✓		A, I
Data collection	✓		A, I
NMC Standards of student Supervision and Assessment		✓	A, I
E-learning systems		✓	A, I
QUALIFICATIONS/TRAINING			
NMC Registered Nurse	✓		A, I
Mentorship (or equivalent) qualification	✓		A, I
Teaching (or equivalent qualification)		✓	A, I

Willingness to undergo Train the Trainer training in order to teach mandatory training (i.e. BLS, moving and handling)		✓	A, I
SKILLS/ABILITIES			
Excellent communication skills including presentations (P)	✓		A, I
Teaching and assessment skills (P)	✓		A, I
Facilitation skills (P)	✓		A, I
Time management and organisational skills	✓		A, I
Analytical skills with a creative approach to problem solving	✓		A, I
Ability to provide feedback in a professional and constructive way	✓		A, I
Has a positive approach to their work	✓		A, I
Finds innovative ways to develop services or address issues (P)	✓		A, I
Shares their learning with others, giving advice, support and feedback when they need it	✓		A, I
PERSONAL ATTRIBUTES			
Engages with people in a friendly and welcoming manner	✓		A, I
Works cooperatively with others, across and outside St Luke's, to achieve objectives	✓		A, I
Listens to others and takes time to understand their views	✓		A, I
Treats others in an unbiased way	✓		A, I
Keeps up to date with new thinking & developments in area of expertise	✓		A, I
Values			
Ability to demonstrate, understand and apply our organisation's values. These are embedded in all roles and applicants must evidence their own values during the selection process.	✓		A, I
<ul style="list-style-type: none"> • Compassionate • Dignified • Inspired • Pioneering 			