



Sheffield's Hospice

EMPLOYEE SPECIFICATION

POST: Junior Sister – In Patient Centre

A = Application

I = Interview

P = Presentation

S = Selection Event

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			
Substantial post registration experience	✓		A, I
Experience at Band D (5) within the specialty or related field		✓	A, I
Team nursing experience	✓		A, I
KNOWLEDGE			
Knowledge of the palliative care approach	✓		A, I
Knowledge of the value of audit	✓		A, I
Fully aware of principles of infection control	✓		A, I
QUALIFICATIONS/TRAINING			
Registered General Nurse	✓		A, I
In possession of or working towards a professional or management degree	✓		A, I
Management/Leadership course/module		✓	A, I
SKILLS/ABILITIES			
Evidence of managing Change Organisation skills, Leadership skills and ability to inspire and motivate others	✓		A, I S
Excellent written and verbal communication skills	✓		A, I, S
Management skills	✓		A, I, S

Professional development skills	✓		A, I
Presentation skills	✓		A, I, S
Ability to work within a team	✓		A, I, S
PERSONAL ATTRIBUTES			
Excellent inter-personal skills	✓		A, I, S
High level of personal and professional credibility	✓		A, I, S
Communicates the need for change and what this means to those involved	✓		A, I, S
Listens to others and takes time to understand their views	✓		A, I, S
Gives colleagues advice, support and feedback when they need it	✓		A, I, S
Builds trust with colleagues so that there can be a shared sense of pride in work	✓		A, I, S
Aware of people around them and offers support where possible	✓		A, I, S
Cares about the standards of service that we offer to our service users, clients and customers	✓		A, I, S
Is able to reflect both on action and in action, and if fully aware of the scope of professional practice, as per the NMC Code of Professional Conduct.	✓		A, I, S
Treats people as individuals and fosters an inclusive work environment	✓		A, I, S
Is able to bring fresh ideas whilst recognising the need to meet service delivery needs	✓		A, I, S
Maintains evidence based practice, and continuous professional development	✓		A, I, S
Diplomatic and sensitive to the needs of others	✓		A, I, S
Works cooperatively with others, across and outside St Luke's, to achieve objectives	✓		A, I, S
Has a positive approach to their work	✓		A, I, S
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, S

<ul style="list-style-type: none">• Compassionate• Dignified• Inspired• Pioneering			
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