**Person Specification**

**Clinical Team Leader - Inpatient Unit**

| **Factors** | **Essential** | **Desirable** |
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| 1. **Physical Requirements**  i.e. Level of physical functioning required to carry out duties e.g. would any aids / adaptions be required. | Health Clearance from Occupational Health for the role specified.  Fit to undertake the requirements of the role. |  |
| **2. Education / Qualification**  Education, qualifications  Registration requirements | RN Adult/Part 1 NMC register  RMN Adult/Part 1 NMC register  HIV nursing course of study or commensurate experience  Mentorship qualification | First Degree in Nursing  Leadership training  Advanced clinical practitioner / non-medical prescriber |
| **3. Previous Experience** | 2 years post registration experience working within HIV / Sexual health  Experience of building alliances and providing care for people with physical and mental health problems  Proven experience of leading and supervising a team effectively, including nurse in charge and shift coordination experience.  Off duty roster and safe staffing planning.  Experience of dealing effectively with complaints.  Experience of health promotion.  Experience of supporting learning in a clinical environment. | Substance misuse experience  Palliative care experience an advantage  Client and community engagement  Experience of undertaking nursing research and clinical audit |
| **4. Skills & Knowledge** | Clinical leadership skills with proven ability to motivate people.  Effective interpersonal communication across a range of groups and situations.  Excellent written, IT and documentation skills  The ability to analyse situations in real-time, make decisions and manage risk.  Ability to clearly articulate, in –depth, the nursing and holistic requirements of PLWHIV.  Safeguarding and care for vulnerable adults, young people and children.  Able assess, plan, document, manage and communicate nursing needs and sensitive care issues effectively to the team.  Ability to cope with conflicting priorities of self and others, working flexibly and developing a realistic plan and schedule of work.  The ability to provide effective and timely feedback, appraise people and improve performance.  Training, teaching and facilitation skills.  Evidence of continuing professional /personal development.  An excellent understanding of applying safe working practices. | Project management and change facilitation  Presentation skills  Completion of the NHIVNA competency framework 2015  Physical assessment skills  Quality improvement projects  Patient safety programme. |
| **5. Aptitudes, Personal Characteristics** | Caring and compassionate to ensure client/patient centred holistic care.  Self-awareness, interpersonal sensitivity and strong emotional self-regulation.  Inclusive approach to diversity and commitment to fairness and equal opportunities.  Strong sense of commitment to openness, honesty and integrity.  Be able to work within and challenge professional boundaries.  An innovative and pro-active approach. |  |