



Person Specification – Head of Ward Services

Requirement	Essential	Desired	How Assessed*
Education/ Qualifications	<ul style="list-style-type: none"> ▪ Registered nurse (1st level) ▪ Relevant nursing qualification, preferable degree level ▪ Palliative care qualification or willingness to work towards 	<ul style="list-style-type: none"> ▪ Master's Degree or working towards 	Application Form
Experience	<ul style="list-style-type: none"> ▪ Minimum 5 years post-registration experience ▪ Manager in a patient care setting ▪ Change management ▪ Audit and patient feedback ▪ Staff development 	<ul style="list-style-type: none"> ▪ Experience of working with palliative patients • Experience of working with volunteers • Evidence of innovative practice/vision 	Application Form/Interview
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of Care Quality Commission (CQC) KLOEs for hospices ▪ Excellent interpersonal skills ▪ Ability to develop policies which enhance patient care ▪ Lead in challenging situations, both clinically and managerially ▪ Robust IT skills across Office 365 ▪ Inspirational and innovative leadership 	<ul style="list-style-type: none"> ▪ Experience of budget and establishment management ▪ A working knowledge of the Mental Capacity Act in practice, including DoLs and the new Liberty protection safeguards 	Application Form/Interview
Values and personal attributes	<ul style="list-style-type: none"> ▪ Resilience for self and team ▪ Honesty, reliability ▪ Sensitive, approachable ▪ Calm and confident ▪ Act as an ambassador for Hospice services ▪ Good team player ▪ Conflict resolution 		Interview
Disclosure & Barring Enhanced/Standard	<ul style="list-style-type: none"> ▪ Enhanced + Adult ▪ Barring Check ▪ Full UK Driving Licence 		Recruitment Checks

*** Shortlisting candidates for interview** – We will shortlist candidates for interview by scoring against the above essential and desired criteria. Please tell us in your application and 'Supporting Information' section how you meet the requirements we are asking for.