

Person Specification



Job Title: Myton at Home Deputy Service Manager

Department: Patient and Family Services

Location: Myton at Home/Warwick Inpatient Unit

Responsible to: Warwick Inpatient Unit Manager

Attributes	Essential	Desirable
Educational / Professional Qualifications	<p>1st Level RGN with current NMC registration</p> <p>Nurse qualification at Diploma / Degree level</p> <p>Assessing, Mentoring / Teaching qualification</p> <p>Evidence of ongoing professional development relevant to the field of Palliative Care, Long term conditions or chronic illness management</p>	<p>Post registration qualification in Palliative care</p> <p>Management / Leadership training</p>
Previous Experience	<p>Significant post registration experience in a similar setting with line management responsibility.</p> <p>Experience in managing palliative care patients in crisis and end of life.</p> <p>Experience in leading and supervising a team.</p> <p>Ability to manage delegated budget responsibility</p> <p>Appraisal completion and staff performance management</p> <p>Experience in leading and participating in multi professional team working</p>	<p>Experience of community working</p> <p>Experience in receiving and providing clinical supervision</p> <p>Experience of complaint investigation and management</p>

	<p>Research, audit and clinical governance awareness</p> <p>Experience of participating in audits and staff development</p> <p>Awareness of and the need for professional supervision – to be open to constructive challenges</p>	
Skills and Attributes	<p>Clinically orientated in order to inspire, lead, develop and support the nursing team</p> <p>Extensive knowledge of palliative care symptoms and required management.</p> <p>Excellent interpersonal and organisational skills including sound verbal and written communication skills with the ability to communicate complex and sensitive information.</p> <p>Ability to manage potentially distressing and hostile situations.</p> <p>Ability to support and develop the team's clinical competencies in respect of complex palliative symptom care</p> <p>Identify, assess and minimise risks in relation to patient care or staff.</p> <p>Able to facilitate and lead a team and to act as a positive role model</p> <p>Working knowledge of how to manage and foster professional and personal development</p> <p>Strong negotiation and diplomacy skills</p> <p>A passion for putting patient experience at the forefront</p> <p>Enthusiastic and motivated</p> <p>Able to respond flexibly to changing</p>	<p>Knowledge of local and national end of life care strategies</p> <p>IT skills</p>

	<p>needs and priorities</p> <p>Empowering leadership and supervision style</p> <p>Professional, pleasant and friendly demeanour</p> <p>Approachable, confident and compassionate.</p> <p>Willing to take on new responsibilities and respond positively to change</p>	
Other	<p>Able to travel between sites.</p> <p>Hold current UK Driving Licence</p> <p>The right to work in the UK</p>	