

Person Specification & Scoring Sheet

Job Title	Staff Nurse	Band	5
Candidate			

	Essential Criteria	Desirable Criteria	Score
Qualifications	RGN Recent evidence of continuing professional development	Teaching and Assessing Course Degree /Diploma Studies Specialists Skills Course	
Experience	Experience in the relevant speciality of which you are applying. Experience of working independently, and as a member of a team	Post qualification experience Previous experience in caring environment	
Skills	Excellent verbal, written and interpersonal communication skills. Ability to maintain and improve standards of care Ability to challenge unacceptable behaviour or practice in a professional context	Basic computer Skills	
Knowledge	Up to date knowledge of current clinical and professional issues Knowledge of evidence based practice Understanding of research/audit	Experience of audit research Understanding of resource management Understanding of education/student requirements	
Additional	Flexible and positive approach to work Ability to demonstrate good attendance record Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.	Experience of clinical supervision	

Total Score:	
Out of total possible score:	

Comments	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<p>Scoring Key:</p> <ol style="list-style-type: none"> 1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria 2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria 3. Showed more positive than negative evidence of meeting the essential criteria 4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria 5. Showed multiple clear evidence of meeting all of the essential and desirable criteria 	
Signature:	Date:
Print name:	Position: