

# PERSON SPECIFICATION



**Job title:** Palliative Care RN  
**Department:** In-patient Unit  
**Responsible to:** Deputy Ward Lead  
**Grade:** SMH Band 5

## Job Purpose

Utilise highly competent nursing skills to provide expert care of patients and their families and carers.

The post holder is expected to carry out all relevant forms of care without direct supervision and to supervise, where necessary, more junior nursing staff.

The post will involve day, night and weekend shifts.

Requirements	Essential	Desirable	Evidence
<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>• RN</li> <li>• Evidence of continued professional development, as a Registered or Student Nurse</li> <li>• Willingness to undertake additional specialist study</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience with end of life or palliative care.</li> </ul>	CV / Application Form  Certificates
<b>Previous Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a general nursing environment, as a Registered Nurse.</li> <li>• Experience of working effectively in a multi-disciplinary team.</li> <li>• Understanding of the nature of palliative care nursing.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with end of life patients in a generalist or an acute environment</li> </ul>	CV / Application Form  Interview  References

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<b>Skills, Knowledge, Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Good IT literacy</li> <li>• Able to take the initiative</li> <li>• Be able to reflect upon clinical skills</li> <li>• Lead by example in a professional role</li> <li>• Able to undertake full internal rotation of shifts.</li> </ul>	<ul style="list-style-type: none"> <li>• Mentorship skills</li> </ul>	CV / Application Form  Interview  References
<b>Attitude, Aptitudes &amp; Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Demonstrate a flexible and adaptable approach</li> <li>• Able to work autonomously and in a team</li> <li>• Efficient time management</li> <li>• Respectful and supportive of all colleagues</li> <li>• Professional, friendly and positive nature</li> </ul>		Interview  References
<b>Other requirements</b> (e.g., on-call/driving licence/shifts)	<ul style="list-style-type: none"> <li>• Be physically able to undertake all nursing duties and responsibilities</li> <li>• Car Owner</li> </ul>		

<b>Reviewed by:</b>	Heather Bowles IPU Lead	<b>Date:</b>	June 2025
<b>Signed by employee:</b>		<b>Date:</b>	