

# PERSON SPECIFICATION



**Job title:** Palliative Care IPU Lead / Ward Senior Nurse

**Department:** IPU

**Responsible to:** Clinical Director

**Grade:** SMH Band 7

<b>Job Purpose</b>			
<p>To provide strong leadership and operational management of the Hospice Inpatient Unit (IPU), maintaining a strong clinical presence on the IPU while role modelling high-quality palliative care.</p> <p>The successful candidate will support and develop the wider team through visible clinical leadership and close collaboration with the Deputy Ward Leads.</p> <p>Working closely with the Clinical Leadership Team (CLT); and as a member of and with the Clinical Management Team (CMT) to ensure safe coordinated care across the organisation.</p> <p>To provide direct line management to a team of deputies and support the management of the IPU and service development in line with SMH strategic objectives.</p> <p>To ensure specialist clinical nursing care, expertise, knowledge, and skill to ensure optimal care, quality, governance and safety of patients and their families.</p>			
<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Education/ Qualifications</b>	<p>RN (Adult) 1st Level with NMC Registration with active PIN (no restrictions on practice).</p> <p>Degree level study or equivalent experience in appropriate clinical area</p> <p>Demonstrate extensive Palliative care study / course attendance</p> <p>Ability to study at master's level</p> <p>Management qualification / course</p> <p>Leadership qualification / course</p> <p>Teaching qualification or experience of formal and informal education provision</p> <p>Advanced Communication Course</p>	<p>Relevant continuing professional development in leadership and management</p> <p>Quality improvement / service development training</p> <p>Master's degree</p> <p>Palliative care academic module / course</p> <p>ReSPECT trained.</p> <p>Student Nurse Mentor/Supervisor course</p> <p>Clinical Supervision facilitator training</p>	<p>CV / Application Form</p> <p>Certificates</p> <p>PIN Number</p>

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	Evidence of recent relevant CPD		
<b>Previous Experience</b>	<p>Minimum of 5 years' experience of working in a Palliative and End of life care setting.</p> <p>Experience of a leadership role within an Inpatient Unit</p> <p>Proven clinical leadership experience with management of teams and with excellent leadership and management skills.</p> <p>Experience of workforce management and development.</p> <p>Evidence and experience of being able to lead in and assist others in clinical audits, quality assurance, patients' safety, clinical governance, and research &amp; service development.</p> <p>Experience of change management.</p> <p>Evidence of prioritising own workload and that of others.</p> <p>Experience of medicines management</p>	<p>Experience of working in the community setting.</p> <p>Experience of service development and improvement.</p> <p>Experience of CQC inspections and quality governance reporting.</p> <p>Experience of supporting and developing individuals and teams to develop and excel.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>
<b>Skills, Knowledge, Abilities</b>	<p>Clinical skills</p> <p>Ability to assess, plan, implement and evaluate plan of care.</p> <p>Can demonstrate insight into the needs of Family and carers.</p> <p>Demonstrate experience of clinical governance and risk management.</p> <p>Ability to assess and escalate changing needs of a patient.</p> <p>Ability to work within a multidisciplinary team, with team skills.</p> <p>Influencing and negotiation skills.</p> <p>Excellent written and oral communication skills.</p>	<p>Good understanding of end-of-life care priorities and initiatives both locally and nationally.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>

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	<p>Ability to work on own and in conjunction with other senior clinical and non-clinical colleagues.</p> <p>Ability to work under pressure.</p> <p>Good organisational and time management skills.</p>		
<b>Attitude, Aptitudes &amp; Personal Characteristics</b>	<p>Professional at all times.</p> <p>Motivated and able to motivate others</p> <p>Calm, objective and flexible</p> <p>Good interpersonal skills</p> <p>Effective multi-professional working</p> <p>Ability to work across SMH services as needs dictate.</p> <p>Positive and enthusiastic attitude</p> <p>Willingness to learn.</p>		Interview References
<b>Other requirements (e.g., on-call/driving licence/shifts)</b>	<p>Car driver (Full clean UK license)</p> <p>Ability to work shifts, weekends, bank holidays and occasional nights when needed</p>		

Reviewed by:	Karen Drake, Clinical Director	Date:	January 2026
Signed by employee:		Date:	