**PERSON SPECIFICATION (PS)**

This form lists the essential and desirable requirements needed in order to do the job.

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| **Job Title:**  | Veterinary Nurse  | **Job ref no:** | CSS-SPEC-O2 |
| **Grade:**  | 3 | **Department:** | Clinical Science & Services, Beaumont Sainsbury Animal Hospital  |
| **Accountable to:**  | Head Veterinary Nurse | **Responsible for:** | N/A |
| **PS created by/ or reviewed by:** | Sheila White | **Date PS created/ reviewed:** | 04/09/2020 |

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| **Evidence** |
| **Competency** | **Essential** | **Desirable** |
| **Knowledge and Experience** | Registered RCVS Veterinary Nurse Experience and proven competence in providing nursing services and care for patients in a veterinary practice, including; * Infectious disease management, Anaesthesia and surgical nursing, Internal medicine and post-operative nursing, Emergency medicine, and small mammal/exotic species
* Experience coaching and teaching practical nursing tasks
* ISFM feline friendly practice scheme requirements
* RCVS Practice Standards Scheme requirements
 | Enhancement or post qualification training e.g. advanced diploma or technician certificate, Clinical coach qualification or SQP accreditationPrevious experience using RxWorksStrong knowledge and experience of shelter medicine protocols  |
| **Communication**  | High standard communication skills and a growth mindset Ability to remain calm and assertive under pressure, and to use tact and discretionProficiency in computer literacy including Word, Excel and Outlook |  |
| **Teamwork and Motivation** | Dynamic and positive attitude with the ability to promote by example a culture of cooperation and teamwork to all Ability to liaise and work with all levels of staff, providing direction to support teams with a flexible, positive attitude to change Able to maintain a flexible approach to work in a changing environment |  |
| **Service Delivery** | Ability to set standards and deliver gold standard service to all stakeholders Ability to participate in an on-call and weekend rota and remain flexible when adjustments are required |  |
| **Planning and Organising** | Ability to prioritize appropriately and use available resources  | Experience sourcing and utilising resources for projects and new services |
| **Initiative and Problem Solving** | Can demonstrate initiative and a strong ability to problem solve and resolve issues proactively (with people and resources i.e. orders/equipment) | Experience managing equipment servicing and repair in line with allocated budgets |
| **Sensory and physical demands** | Physically able to carry out the requirements of the post |  |
| **Teaching and learning support**  | Ability to demonstrate experience training student nursesExperience supervising veterinary students |  |