

JOB DESCRIPTION

Job Title	Theatre Services Manager
Division	Hospitals – Surgery, Theatres, Critical Care and Anaesthetics – Care Group 1
Reports to	Associate Director for Nursing – Care Group 1 Senior Business Manager – Surgery, Theatres, Critical Care and Anaesthetics
Responsible for	Theatre Services, Endoscopy, CSSD
Pay Band	8A
Job Evaluation Reference No.	1297/JE/23
Organisation Chart	Attached see page 18
Overview	<p>Theatre Services are comprised of Theatres, Endoscopy and Sterile Services and are predominantly focused on the provision of perioperative and post-operative care. This role will be responsible and committed to the day to day effective clinical and operational management of its services. It will provide clear leadership, ensuring all staff are appropriately managed and that they are competent, efficient, effective, engaged and motivated.</p> <p>This role will strive to deliver clinical excellence through demonstrating Care, Appreciation, Respect and a thirst for Excellence to patients and the multidisciplinary team. The role will be key to innovating, challenging and changing service to ensure the delivery of safe and effective care.</p>
Job Purpose	As leader of a defined clinical area and an expert practitioner, the post holder will be responsible for the overall operational management and leadership of Theatre Services. The post holder will work in collaboration with the Clinical Services Group quadrumvirate and external services in the delivery and management of care that is safe, effective, caring, well-led, and responsive and meets its mandated key performance indicators for quality.
Knowledge, training & experience required to do the job	<p>The essential knowledge, training and experience requirements of this role are:</p> <ul style="list-style-type: none"> ♥ A current/maintained professional portfolio. Undertake clinical duties in order to keep professionally updated and maintain clinical skills, knowledge and credibility ♥ Facilitate and support other practitioners to maintain a professional portfolio ♥ Human Resource Training in: <ul style="list-style-type: none"> ♥ Recruitment, selection and retention ♥ Managing attendance at work ♥ Discipline and capability ♥ Negotiation skills ♥ Financial regulations ♥ Planning and system management skills

	<ul style="list-style-type: none"> ♥ Responsible for the development, implementation, evaluation and audit of a robust Theatre Services education and teaching program and competency based orientation programme ♥ Assist, facilitate and support Theatre Services practitioner research projects e.g. transforming care and patient care pathways ♥ Assist, facilitate and support medical staff research projects and provide electronic data and statistics as required ♥ Encourage and promote opportunities to share learning and experience e.g. through weekly Service Meetings which provide the forum for staff educational feedback, invitation of educational speakers, equipment training and workshops/critical incident feedback/Service Meeting to communicate current issues and topics ♥ Demonstrate clinical expertise in patient safety procedures and measures relating to all stages of care surrounding the perioperative environment.
<p>Main duties & responsibilities</p>	<ul style="list-style-type: none"> ♥ The post holder will have 24 hour continuous responsibility for co-ordination and management of operational activity of Theatre Services and for the provision of a safe environment for patients, carers, visitors and staff. They will be an active member of the hospital on call manager rota. They will champion a compassionate and collective leadership culture, embracing the CARE values that ensures staff feel valued, have a sense of belonging and are supported in developing their potential ♥ As lead for the Theatre Services, this role will be accountable to the Care Group's Senior Business Manager for the effective and efficient operation of all services. They will be professionally accountable to the Associate Director for Nursing. The post holder will fulfil the role of subject matter expert for theatre services across Manx Care. They will be professionally responsible for the supervision and management of clinical services and teams, whilst delivering patient care in the theatre complex and ensuring patient safety based on clinical-need and the staffing skill mix required on a daily basis. The post holder will be responsible for ensuring there is a safe working environment, that clinical waste, non-clinical waste, contaminated linen and contaminated items, e.g. blood products, are stored and despatched safely from the Theatre Services and that all practitioners demonstrate the use of universal precautions when handling such waste ♥ In collaboration with the Care Group's Senior Business Manager and Clinical Leads, the post holder will be responsible for the compilation of annual service plans. This will be inclusive of associated business plans, cost/efficiency planning, management of the assets and capital asset replacement schedule. As part of the Triumvirate they will be able to demonstrate active risk management ensuring reliable delivery of services in support of service plans

	<ul style="list-style-type: none"> ♥ They will lead in the achievement of the performance indicators and KPI's included in Manx Care's required outcomes framework, ensuring services are safe, effective, caring, well led and responsive. They will lead the annual AfPP Accreditation and peer review program ♥ The post holder will develop workforce planning and resourcing for Theatre Service. They will ensure recruitment and training is at the forefront of activities and the services are supported by appropriate workforce in size and skill. They will co-ordinate the delivery of agreed plans across designated services in support of organisations access and financial targets, monitoring outputs and reporting to the relevant departments ♥ The post holder must comply with all of Manx Care's Policies and Procedures (and subsequent updates thereof) and with particular regard to <ul style="list-style-type: none"> ♥ Risk Management ♥ Health and Safety ♥ Information Governance ♥ Confidentiality ♥ Data Quality ♥ Freedom of Information ♥ Dignity at Work ♥ Safeguarding Vulnerable People ♥ Smoke-free ♥ Equal opportunities ♥ Being open: a duty to be candid ♥ The post holder will be required to perform any other duties that may reasonably be required by the organisation.
<p>Analytical and Judgement Skills</p>	<ul style="list-style-type: none"> ♥ Make informed decisions - based on comprehensive knowledge, skills and experience of the clinical service and setting; taking account of the guidance of the NMC and the employers' policies and procedures ♥ Exercise judgement and make decisions on ensuring all shifts are covered with appropriate staffing and skill mix to meet clinical activity and dependency within the constraints of funded establishment, taking into account the role, skills and competence of staff when delegating work ♥ Use own judgement to ensure all members of the multi-disciplinary team act at all times in such a manner as to promote and safeguard the interests and wellbeing of all patients; reflecting department philosophy and hospital policies, including professional guidelines and standards ♥ In the absence of precedents and protocols, in collaboration with the General Manager or Clinical Lead, make decisions which are evidence based and ethically sound in the best interest of the patient, relatives and/or carers ♥ Analyse staff grievances, provide support and make decisions within the Isle of Man Government's employment legislation to resolve the situation or take relevant action in conjunction with the General Manager ♥ Challenges decisions made by other members of the multidisciplinary team, including doctors, if they are failing to

	<p>comply with local, national or international policies or guidelines or not in the best interest of the individual patient</p> <ul style="list-style-type: none"> ♥ Recognises own limitations in the provision of clinical care and/or advice, referring to other members of the local multidisciplinary team, General Manager or external specialist agencies, nationally or internationally ♥ Accountable for own professional actions whilst undertaking all duties, with regard to the NMC and Hpcp "Codes of Professional Conduct".
Physical Skills	<ul style="list-style-type: none"> ♥ Stamina and endurance: to support days working away from a desk across multiple areas, assisting with audit, training and equipment management ♥ Manual dexterity: to support daily commissioning of theatre equipment, basic equipment and trouble shooting ♥ Physical co-ordination: enabling support to theatre practitioners in the clinical environment when needed ♥ Strength and lifting abilities: to support delivery of good manual handling techniques ♥ Physical resilience: enabling the individual to operate within the demanding environment of the operating theatre.
Planning & organisational skills	<ul style="list-style-type: none"> ♥ Responsible for 24 hour staff rostering including out of hours emergency on-call, ensuring adequate numbers and skill mix are allocated to meet the needs of patients ♥ Responsible for ensuring that allocated theatre time is planned and organised effectively in line with principles of 6-4-2 and that perioperative personnel are deployed appropriately to meet identified operative service demands to prevent and reduce the cancellation of elective and scheduled surgery ♥ Responsible for planning and delivering annual holistic accreditation/peer review of services under the AfPP accreditation scheme ♥ Actively contribute (through comments, suggestions and recommendations) to strategic planning for the Theatre Service/ Critical Care with regard to epidemiological studies, population growth and trends in surgical procedures ♥ Responsible for planning, organising and co-ordinating private patient sessions and ensuring that perioperative practitioners are deployed appropriately ♥ In consultation with the Consultant Anaesthetist and relevant surgeon, be responsible for the cancellation of elective cases in situations where the operating surgeon is about to, or has run out of allocated session time ♥ Responsible for the design and development of contingency plans (e.g. Business Continuity, Pandemic Flu, Majax) for the Theatre Service.
Communication	<ul style="list-style-type: none"> ♥ Responsible for the development of a local communication strategy which ensures effective communication within Theatre Services, the hospital, patients, families and outside agencies ♥ Promotes ward to board communication; ensuring activity is communicated both to shop floor to board but also board to shop floor. Responsible for production of Clinical

	<p>Governance/performance reports in relation to the Theatre Services</p> <ul style="list-style-type: none"> ♥ Establish and maintain effective communication with a wide range of people to ensure delivery of the specialist service, working formally and informally with: <ul style="list-style-type: none"> ♥ Patients, relatives and/or carers ♥ All members of the multidisciplinary team, including medical staff and allied health care workers ♥ Infection Control Team ♥ Heads of Departments ♥ Nurse Educators ♥ Committees / working groups and the board ♥ Electro Bio Medical Engineering [EBME]/Estates Department ♥ External agencies and educational institutes and bodies – Association for Perioperative Practice / Association of Theatre Service Practitioners / Edge Hill University ♥ Fellow professionals in a similar field across the UK ♥ Identifies and influences change in practice resulting from an audit in specialist areas and communicates these through the General Manger to Senior Management teams within the organisation by formal and informal presentations, oral and written reports ♥ Provides and receives complex, sensitive or contentious information, where persuasive, negotiation, motivational or training skills are required in the presence of barriers preventing co-operation or understanding in various situations such as distressed patients/relatives; adults and children who are mentally and physically demanding/exposed to pain and stress of others/confused, distressed, emotional, aggressive and anaesthetically disorientated patients and confrontational colleagues/effects and severity of medical condition.
<p>Patient/Client Care</p>	<ul style="list-style-type: none"> ♥ Encourage and sustain a culture that is open and honest in line with the organisation’s CARE values ♥ Ensure patients are at the centre of service design and undertake the management of patient complaints ensuring change of practice where necessary ♥ Be responsible for the delivery of patient centred care for patients in the perioperative setting and advise on assessing, planning, implementing and evaluating perioperative care on a daily basis, ensuring that there is consultation and involvement of patient/carers ♥ Responsible for leading and influencing programmes to improve or develop the quality of patient care within the Theatre Services e.g. contributing to or leading on projects such as Transforming Care, Clinical Audit, Association for Perioperative Practice audits ♥ Perform as scrub and circulating practitioner, providing competent assistance to the scrub team and be able to undertake a range of complex procedures within the surgical specialities and/or undertake anaesthetic and recovery duties to

	<p>facilitate the continuation of patient care providing competent assistance to the Anaesthetist/Anaesthetic Theatre Practitioner and Recovery Room Practitioners.</p>
<p>Policy and Service Development</p>	<ul style="list-style-type: none"> ♥ Contributes, at local, regional and national level to developments and policy formation within the perioperative environment e.g. Association for Perioperative Practice Standards and Recommendations ♥ Be responsible for ensuring the maintenance of all theatre documentation e.g. operative profiles/electronic data/care plans/practitioner development and education records/reports/purchasing requisitions and invoices are in line with Manx Care's Record Keeping Policy and Financial Regulations ♥ Be responsible for the interpretation, development, implementation and adherence to new and existing organisational, local and national policies, procedures and current legislation relating to perioperative practice e.g. Association of Perioperative Practice and Association of Theatre Services Practitioners, NHS Modernisation Agency, NICE guidance, NHS National Patient Safety Agency and NCEPOD Responsible for regular review and audit of compliance ♥ Responsible for ensuring health and safety practice and risk management initiatives are implemented and adhered to within the Theatre Services ♥ You will be responsible for data quality and complying with the policies, procedures and accountability arrangements relating to maintaining accuracy and probity in the recording of activities within Theatre Services.
<p>Financial and Physical Resources</p>	<ul style="list-style-type: none"> ♥ The post holder will be accountable for the overall financial performance of designated specialities, oversee the financial position and monitor the delegated management of the individual service budget ♥ Facilitating the day to day operations of Theatre Services in accordance with the approved annual budgets of the theatre's budget and subject to the Financial Regulations issued by the Treasury ♥ As a delegated officer of Theatre Services, the post holder is responsible for the co-ordination, monitoring and review of the use of financial resources within the budget ♥ Manage resources within the Theatre Services and act as an authorised signatory for expenditure stocks / supplies / service requisitions to the limit of £4,000 and financial invoice payments to the limit of £5,000 ♥ Check and authorise time sheets/payments/study leave/supply and goods orders, ensure own timesheet is completed and accurate and supervise registered/unregistered practitioners and new members of staff in the correct completion of timesheets ♥ The post holder will own and act responsibly for delivering an annual business plan in collaboration with their colleagues and financial representatives. The plan should always include a

	comprehensive financial overview of all relevant resources required to deliver a safe, quality and sustainable service.
Human Resources	<ul style="list-style-type: none"> ♥ Be responsible for human resource planning, including assessing future requirement needs, and formulating training programmes, developing a flexible workforce, controlling staff costs to allow practitioners to reach their full potential and aid retention of staff ♥ Lead the recruitment and selection process within Theatre Services ♥ Initiate capability, disciplinary and grievance procedures when required and seek appropriate advice and support ♥ Maintain accurate records related to attendance/absence, staff changes, staffing establishment figures, mandatory training, development training, NMC/Hpcp registration, personnel records and incidents and outcomes ♥ Create a culture where nursing care is proactive and responsive to changing health care needs of patients and use leadership skills to influence/facilitate change within Theatre Services and Manx Care ♥ Support registered theatre practitioners within their mentor/ assessor role/student nurse supervisor role and ensure that all learners are appropriately supported within the clinical area ♥ Demonstrate a management culture that values, develops and achieves maximum potential and performance of each individual team member. Using and encouraging process of IPR, clinical supervision, preceptorship and mentorship including the induction of new members of staff ♥ Ensure that all new staff receive and complete an induction programme to Theatre Services and are issued with competency orientation programmes, facilitated by a mentor and that the programmes are current, reviewed and compliance audited.
Information Resources	<ul style="list-style-type: none"> ♥ Monitor Medical Device Alert Notices and action those which apply to the perioperative environment ♥ Ensure that those who input information into the clinical information system/patients' nursing records have been trained and are offered the opportunity to update their knowledge/ skills ♥ Ensure that all registered/unregistered practitioners are aware of and comply with the Data Protection Act and local policies regarding confidentiality and access to medical records ♥ Be responsible for the safe storage and record keeping of unit stock, including controlled drugs/medicines ♥ Be responsible for assessing the future requirements for capital equipment and associated technological training needs ♥ Lead and manage in the evaluation and implementation of new specialist equipment, providing recommendations, liaising with multidisciplinary teams on <p>Examples of machinery and equipment used:</p> <ul style="list-style-type: none"> ♥ Very specialised: surgical video monitoring: diathermy machines, tourniquet machine, rigid and flexible endoscopes, rigid telescopes, endoscope disinfection machine operating

	<p>tables and attachments for positioning of patients for operative procedures, laser, microscopes, Phacoemulsification machine, colposcope, complex medical devices e.g. anastomosis stapling guns/oesophageal stents /TVT devices, highly complex surgical instrumentation e.g. spinal surgery instrument/joint replacement instruments/laparoscopic surgery instrumentation</p> <ul style="list-style-type: none"> ♥ Specialised: patient monitoring operating light, Image Intensifier, Airpal, Flowtron anti-embolism equipment ♥ Generic: Alaris volumetric and syringe pumps, defibrillators, electric beds, Flowtron anti-embolism equipment; bedpan washer.
Freedom to Act	<p>The post holder reports to the Associate Director of Nursing. Adhere to and act at all times in accordance with NMC Professional Code of Conduct and Competence or Hpcp Code of Professional Conduct and Standards of Proficiency and associated guidelines. Challenge poor practice, provide practical support by working alongside practitioners and implement appropriate interventions to attain best practice standards in collaboration with the Theatre Education Lead.</p>
Confidentiality	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.</p>
Health & Safety	<p>It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers. In the absence of Manager/Deputy Manager, the Registered Nurse is responsible for all patients, staff, allied health professionals, the building and all safety protocols.</p>
Safeguarding	<p>The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.</p>

CARE	In Manx Care we pride ourselves on being Committed and passionate, Accountable and Reflective, Respectful and Inclusive and Excellent and Innovative. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.
<p>JOB DESCRIPTION AGREEMENT</p> <p>I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.</p> <p>Job holder's name (please print) </p> <p>Job holder's signature </p> <p>Line manager's name (please print) </p> <p>Line manager's signature </p> <p>Date</p> <p>Date</p>	



JOB DESCRIPTION APPENDIX 1

Physical, mental & emotional demands of the job and working conditions

Theatre Services Manager

<p>Physical effort</p>	<ul style="list-style-type: none"> ♥ A combination of frequent standing, walking bending and stretching is required throughout the shift ♥ Frequent episodes of sitting while using keyboards and VDU's and telephones ♥ Occasionally required to stand for long periods, which could be in excess of four hours e.g. scrubbed at the operating table ♥ Physical ability to carry out manual handling duties e.g. movement and positioning of patient in excess of 15 kilos using mechanical aids ♥ Moderate activity: manoeuvring of equipment involving pushing, pulling and manipulating of operating tables, heavy instrument trays, video monitor machine, endoscopy workstation, image intensifier. This constitutes a moderate percentage of time worked and occurs one to two shifts per week for every patient on the operating list ♥ Less frequent kneel, crouch, twist, bend and stretches in the provision of perioperative care, correct machine and equipment positioning and cleaning and maintenance of equipment following surgery ♥ Physically active at all times due to constantly moving around the department between holding bay, anaesthetic room, theatre, recovery and hospital wide ♥ Less frequent cleaning and tidying following each patient operative procedure e.g. cleaning all trolley surfaces, mopping the floor, cleaning scrub sinks ♥ Less frequent daily task of replenishing of stock used in the theatre on a daily basis ♥ Less frequent daily task of equipment cleaning, storage and maintenance ♥ Less Frequent daily task of tidying and cleaning theatre room following completion of operating list.
<p>Mental effort</p>	<ul style="list-style-type: none"> ♥ Requirement for high concentration when compiling reports, policies, guidelines; development of education programmes; interviews; appraisals and drug calculations ♥ Requirement to concentrate while completing complex tasks e.g. as the scrub practitioner demonstrating anticipatory and dexterity skills and also observing practitioner practice in the scrub role, on average, three to four shifts per month ♥ Requirement to critically analyse and synthesise research and publications whilst continuing to deal with interruptions and provide the specialist service e.g. practice development research related to perioperative area on a weekly basis



	<ul style="list-style-type: none"> ♥ Assesses and diagnoses patient's condition responding to frequently changing patient conditions, and staff needs ♥ Frequent predictable concentration required for carrying out the responsibilities of the scrub practitioner per patient scheduled on the operating list during the invasive procedure ♥ Occasional requirement for prolonged concentration for carrying out the responsibilities of the scrub practitioner for major, prolonged operative procedures and in the event of complications of anaesthesia/surgery occurring ♥ Less frequent predictable concentration required during the setting up of complex and sophisticated equipment e.g. laparoscopic equipment ♥ Frequent concentration for maintaining the correct care and handling of tissue specimens for two to three shifts per week and daily specimen check out procedures ♥ Frequent concentration when performing and observing patient check in procedures on a weekly basis.
Emotional effort	<ul style="list-style-type: none"> ♥ Occasionally give unwelcome news to staff, patients and relatives of limited treatment expectations/prognosis on a monthly basis. ♥ Frequently care for patients with terminal illness/poor prognosis on a weekly basis ♥ Occasionally deal with difficult patients who are mentally and physically demanding, difficult families, circumstances and situations on a monthly basis ♥ Frequent involvement in sometimes fraught social situations, regular exposure to pain and stress of others, providing support to colleagues and others as and when required on a daily basis ♥ Occasionally exposed to distressing circumstances due to the death of a patient during surgery due to major trauma, death of a child, an unexpected death, organ retrieval or unexpected complication of surgery resulting in critical patient condition.
Working conditions	<ul style="list-style-type: none"> ♥ Frequent unpleasant smells/odours, noise, body fluids, faeces, vomit, emptying bedpans and urinals, catheter bags on average one to two shifts per week ♥ High frequency use of computer on a daily basis ♥ Frequent exposure to highly unpleasant working conditions in theatre – contact with body fluids, faeces, vomit and foul linen - on average one to two shifts per week ♥ Daily frequent exposure to contaminated equipment and instruments from body fluids used in the anaesthetic/theatre/ recovery care of a patient ♥ Very occasional working in increased theatre temperatures (30 degrees Celsius) during paediatric surgery ♥ Frequent working in a controlled environment under artificial light and may be required to wear protective clothing e.g. lead aprons/ masks/goggles - on average one to two shifts per week ♥ Frequent exposure to sharps e.g. needles; syringes - on average two to three shifts per week ♥ Occasional exposure to infectious illness/conditions.

Agreement of above description

I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.

Job holder's name (please print)

Job holder's signature

Line manager's name (please print)

Line manager's signature

Date

Date



Person Specification

Theatre Services Manager

Criteria for selection	Essential requirements	Desirable requirements	Method of assessment
Qualifications	<ul style="list-style-type: none"> ♥ 1st Level Registered Nurse on Part 1 of the NMC register or City & Guild 752 Level 3 NVQ Theatre Services Practice. ♥ Relevant teaching and assessing qualifications. ♥ Educated to Masters level qualification or demonstrate equivalent level of experience ♥ Formal management, leadership or project qualification or equivalent level of experience ♥ Evidence of on-going continuous professional development. ♥ Relevant clinical qualification. ♥ Post basic qualification for the speciality or comparable level of experience. ♥ Evidence of change management. ♥ Evidence of health and safety training. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	<p>CV/Interview/Pre-employment checks</p>
Knowledge & Experience	<ul style="list-style-type: none"> ♥ Extensive post registration experience in scrub and/or anaesthetic or recovery. ♥ Proven ability to lead and organise a large team and be supportive of team members. ♥ Proven ability and experience in leading operating theatre services in public or private sector. ♥ Ability to manage priorities under pressure. ♥ Skill and knowledge about clinical governance, principles and practices. ♥ Broad knowledge of current nursing, perioperative and professional issues and recent evidence of professional development. ♥ Demonstrate knowledge regarding the effective and 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>CV/Interview/Portfolio</p>



	<p>efficient utilisation of theatres and effective resource management.</p> <ul style="list-style-type: none"> ♥ Evidence of ability to critically analyse research and audit findings, making recommendations and implementing changes in practice. ♥ Evidence of working on own initiative, managing time, organising and prioritising workload. ♥ Maintain professional portfolio in accordance with the PREP requirements as defined by the NMC (2002) and HCPC (2005). ♥ Track record of leading and achieving significant changes. ♥ Leadership of service development. ♥ Evidence of a compassionate leadership style. ♥ Experience of working across boundaries to deliver specific targets and to improve services. ♥ Evidence of working with and influencing MDT, including medical staff. ♥ Evidence of improving equality, diversity and inclusion in an area/team that you have led. ♥ Advanced skills in the perioperative speciality: <ul style="list-style-type: none"> ♥ Management ♥ Clinical ♥ Communication ♥ Ability to deal with patients who may be distressed and able to remain calm and professional throughout. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	
Personal Attributes	<ul style="list-style-type: none"> ♥ Excellent communication and organisational skills. ♥ Demonstrates the ability to provide expert clinical advice. ♥ Experience in making independent judgements whilst being aware of own limitations. ♥ Advanced IT skills. ♥ Evidence of participation and/or lead in projects. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	Interview/Portfolio

	♥ Ability to deal competently with conflict and complaints.	E	
	♥ Confident and assertive professional manner but supportive and flexible approach.	E	
	♥ Keen to challenge boundaries and own role.	E	
	♥ Ability to influence others.	E	
	♥ Awareness of accountability and responsibility within the role.	E	
	♥ Team player.	E	
	♥ Highly motivated in perioperative speciality.	E	
	♥ Good analytical reasoning (verbal and numerical) and sound financial management skills.	E	
	♥ Able to prioritise own workload, delegate appropriately and manage time effectively.	E	
	♥ Excellent presentation and report writing skills - able to lead, facilitate and motivate a wide range of teams to achieve results.	E	
	♥ Flexible approach to change management and problem solving.	E	
	♥ Evidence of strategic planning (able to work towards a clear vision of the future while ensuring that shorter term goals are met).	E	
	♥ Confident and assertive, while maintaining interpersonal sensuousity.	E	
	♥ Acts on own initiative with the appropriate level of supervision.	E	
	♥ Credibility.	E	
	♥ Collaborative and effective team player.	E	
	♥ Proactive.	E	
	♥ Self-motivated.	E	
	♥ Tenacity.	E	
	♥ Willing to work in other areas of Manx Care as and when required to do so.	E	
	♥ Experience of successfully submitting cases to secure additional resources.	E	
	♥ Negotiation skills.	E	

CARE	<ul style="list-style-type: none"> ♥ Enthusiastic, positive, assertive and motivated. ♥ Appreciate the demands and contributions of the staff in the perioperative setting and of those within the wider hospital setting and demonstrate a supportive and positive response. ♥ Inspires others and leads by example whilst respecting the contributions of others. ♥ Knowledge of professional and NHS issues with expert clinical knowledge of the perioperative care setting. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Assessment Centre/Interview</p>
Other Relevant Requirements	<ul style="list-style-type: none"> ♥ Demonstrate ability to provide 24 hour cover for the department. ♥ Commitment to undertake on-call and off site emergency response. ♥ Evidence ability to uphold Manx Care's CARE values and associated behaviour standard at all times. ♥ Satisfactory Police Check. ♥ Isle of Man Worker. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>CV/Interview/Pre-employment checks/Applications=</p>

Organisational Structure

