

### PERSON SPECIFICATION

**Job title:** SARC Sexual Offences Examiner (SOE) Lead Nurse  
**Job code:** **GHC891**  
**Band:** 7  
**Location:** Hope House Sexual Assault Referral Centre, Gloucester and;  
 Swindon & Wiltshire Sexual Assault Referral Centre, Swindon  
**Accountable to:** SARC Service Manager

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Nursing or Midwifery degree and fully registered with the NMC, holding a license to practice	Essential	Application
Post registration degree or equivalent experience/ training	Essential	Application
Licentiatehip of the Faculty of Forensic & Legal Medicine – Sexual Offence Medicine (LFFLM(SOM)), or willingness to undertake this qualification	Essential	Application
Non-Medical Prescriber (NMP), or willingness to undertake this qualification	Essential	Application
Advancing Practice in Clinical Assessment Reasoning and Differential Diagnosis, or willingness to undertake this qualification.	Essential	Application

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Significant and relevant post-graduate experience in a specialism such as Sexual Health, Genitourinary Medicine, General Practice or Obstetrics & Gynaecology in Band 6 or above	Essential	Application
Experience of working as an autonomous practitioner	Essential	Application
Clinical experience in Sexual Offence Medicine	Essential	Application
Experience of working with patients in distress, requiring emotional support or having complex social care needs.	Essential	Application/interview

<b>PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE</b>	<b>ESSENTIAL OR DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
Evidence of achievements and career development in current post and of ongoing professional development / competence.	Essential	Application/interview
Ability to demonstrate and understanding of statutory requirements of SARCs and SOEs laid down by Forensic Science Regulator	Essential	Application/Interview
Experience of managing a team and supervising staff.	Essential	Application/Interview
Experience of change management and service development.	Desirable	Application/Interview
Experience of identifying and managing risk, and planning appropriate interventions	Essential	Application/Interview
Experience of undertaking policy and service development projects.	Desirable	Application/Interview
Able to demonstrate an understanding of personnel / human resource management issues e.g. recruitment and retention, performance management.	Essential	Application/interview
Able to demonstrate a sound knowledge of quality assurance / performance management methods.	Essential	Application/interview
Knowledge, understanding and compliance with child and vulnerable adult safeguarding principles and procedures	Essential	Application
Knowledge and understanding of sexual violence and of having a trauma informed approach to care	Essential	Application
Competent with venepuncture	Essential	Application
Competent in speculum examination	Essential	Application

<b>PERSONAL SKILLS ABILITIES AND ATTRIBUTES</b>	<b>ESSENTIAL OR DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
Ability to work autonomously as an Independent Practitioner	Essential	Interview
Excellent communication, influencing and negotiation skills	Essential	Interview
Commitment to continuous personal and professional development for self and others	Essential	Interview
Ability to contribute or lead on clinical audit and participate in research as required	Essential	Interview
Ability and willingness to work flexibly to meet the needs of the service as it evolves over time	Essential	Interview

An open-minded non-judgemental attitude to staff and clients, showing respect for others' feelings, views and circumstances.	Essential	Interview
Attention to detail with clear notes, decision making and statement writing.	Essential	Interview

<b>OTHER REQUIREMENTS</b>	<b>ESSENTIAL OR DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
The role includes on-call work, the post holder must be able, when on-call to attend the SARC within 90 minutes of call out.	Essential	Application
Due to the nature of the role the post holder will be required to provide a DNA sample for process elimination with the forensic provider	Essential	Application
The post holder will be required to hold DBS Enhanced certificate	Essential	Application
Ability to travel to other sites, including Gloucester and Swindon SARC; with the agreed response time of 90 minutes.	Essential	Application