

Introduction

At MSI Reproductive Choices, our mission, 'Children by choice, not chance', is at the heart of everything we do. We provide high-quality contraception, safe abortion and post-abortion care services, and work with advocacy to create an enabling environment for safe access for all. All team members must support us in our mission.

We want individuals who believe in our mission and who can clearly describe how and why they feel that what MSI Reproductive Choices does is important. To achieve this, every candidate is given the opportunity to provide their thoughts and opinions on our mission statement in the online application form. We only consider applications from candidates who are aligned with MSI Reproductive Choices mission and vision to eliminate unsafe abortion in the countries where we work.

For this reason, only **fully pro-choice candidates** will be considered for any role within MSI. Please ensure that you read the MSI Reproductive Choices Candidate Pack carefully, prior to applying.

MSI Reproductive Choices is committed to creating an inclusive environment with a workforce which is representative of the communities we serve. We're proud to be an equal opportunities employer and give equal consideration to all qualified applicants without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age. MSI is committed to safeguarding and promoting the welfare of all team members and clients, with a focus on vulnerable groups. MSI committed to compliance with all fair employment practices including citizenship and immigration status.

Please note this role will be subject to full pre-employment background checks which may include, but is not limited to employment references, right to work verification, adverse financial checks, basic criminal record checks and risk database screening checks.

Key Skills

To perform this role, it is **essential** that you have the following skills:

- Experience of working in teams under appropriate supervision as part of a multi-disciplinary team
- Insight into how to evaluate own strengths and development needs, seeing advice where appropriate
- Experience of providing and receiving complex, sensitive information
- Understanding the scope of the role of the Nursing Associate in context of the nursing and interdisciplinary team and the organisation, and how the role may contribute to service development.
- Understand and act in line with NMC professional standards for practice contained within The Code
- Knowledge of when to seek advice and escalate to the appropriate professional for expert help and advice.
- Understand the requirements for NMC professional revalidations
- Understanding the importance of following procedures and treatment plans
- Able to organise and prioritise own delegated workload
- Ability to deal with non-routine and unpredictable nature of workload and individual patient contact

All MSI Reproductive Choices person specifications are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

Resourcinguk@MSIChoices.org

Person Specification:

Nursing Associate

- Ability to communicate effectively with clients and members of the multi-disciplinary team
- Ability to develop effective and appropriate relationships with people, their families, carers, and colleagues
- Ability to support, supervise, assess and act as a role model to nursing associate students, other learners and health care support workers as required within the clinical setting

To perform this role, it is desirable that you have the following skills:

- Ability to take part in reflective practice and clinical supervision activities

Key Experience

To perform this role, it is essential that you have the following experience:

- Evidence of CPD
- Excellent communication and inter-personal skills
- Analytical and problem-solving skills
- IT literate
- A thorough understanding of the NMC Code

Formal Education/qualification

- Registered Nursing Associate with professional registration with the NMC
- Nursing Associate Foundation Degree
- GCSE Grade A-C in Maths and English or Functional Skills Level 2 in Maths and English

Personal Attributes

MSI Reproductive Choices is dedicated to equal opportunity for all and recognises that every individual is unique. Whilst we always seek to embrace individual differences and celebrate the diversity of our workforce, we also want to ensure that every team member is suited to their role and that they are given the best opportunity to succeed.

The personal attributes described below have been developed in accordance with the job description and other contextual factors relating to the role and are considered **essential**.

For this role, we're looking for an individual who is:

- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Able to role-model inclusive and culturally sensitive attitudes and behaviours
- Positive and a role model to others
- Innovative and forward thinking
- Engaging and confident
- Able to use developed analytical and problem-solving skills
- Aware of own strengths and development needs
- Able to prioritise tasks
- Able to make decisions
- Emotionally resilient

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