

# Person Specification:

## REGISTERED NURSE/MIDWIFE

### 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:

Ability to work in a diverse and inclusive environment, respecting and collaborating with all individuals equally, and with a commitment to overcome bias and prejudice

#### Skills

- Ability to work as part of a team and liaise with people of all levels: and aware of importance of working as part of a team
- Good listening and communication skills
- Able to demonstrate a good level of literacy, numeracy, verbal and written/spoken skills
- Able to work without direct supervision
- Able to demonstrate an empathetic and caring approach to clients and relatives and respect client's dignity, at all times
- Excellent interpersonal and communication skills
- Able to communicate with individuals of varying levels of understanding

#### Requirements due to working environment

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](mailto:Resourcinguk@MSIChoices.org)

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- Involves direct contact with body fluids, products of conception, blood, vomit, foul linen etc. on numerous occasions per shift.
- Ability to manually handle clients and equipment e.g. wheelchairs
- Able to deal with exposure to conflict and difficult emotional situations

### Key Experience

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

- Post registration experience
- Accident and emergency experience
- Theatre experience
- Gynaecology experience
- Family planning/Sexual Health

### Formal Education/qualification

- NMC registered Nurse/Midwife (essential/ mandatory)
- English Language and Mathematics to GCSE standard or equivalent (essential)
- Current ILS certificate (desirable)
- Good IT skills, including excel and word- (essential)

### 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:**

#### Personal and Social Skills

- Drive and enthusiasm
- Able to role-model inclusive and culturally sensitive attitudes and behaviours
- Good sense of humour and ability to remain calm in a pressured environment
- Confidentiality
- Friendly, helpful, warm and caring manner
- Non-Judgemental
- Able to prioritise own workload
- Able to work under own initiative within boundaries of role

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- Able to participate as a team member Able to role-model inclusive and culturally sensitive attitudes and behaviours

### **Attitude / Motivation**

- Pro-choice and willing to work up to the legal limit for abortion (essential)
- Positive attitude to organisational change
- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Willingness to take up training opportunities
- Enthusiastic to train new starters and student nurses
- Keenness to develop personal learning
- Able to continue development through appraisal and ongoing supervision
- Willing to work in other clinical areas MSI Reproductive Choices-wide as and when required
- Uphold and actively demonstrate behaviours that align with organisational values and behaviours