

“Creating a great place to be cared for; a great place to work.”



University Hospitals of Morecambe Bay

NHS Foundation Trust

PERSON SPECIFICATION

Requirements	Essential	Desirable
Education and qualifications	1st level registered nurse, educated to degree level Post registration clinical course or qualification in specialist area that has enhanced clinical practice Educated to Masters degree level, on a Masters pathway Registered Mentor/Assessor Evidence of continuing professional development Completed accredited communication skills training	Advanced communication skills Non-Medical Prescriber
Experience	Evidence of management and leadership experience Current knowledge and experience of caring for patients with condition related to speciality. Evidence of clinical competence and credibility in the speciality and relevant post-registration qualification experience which must be in an appropriate area of specialist practice at a senior level. Evidence of mentoring, assessing, teaching and developing staff Setting and monitoring of standards. Experience of and ability to work as a member of the multidisciplinary clinical team. Experience of establishing effective communication Change management experience and ability to develop expert practice Exercise a high degree of autonomy within specialist area. Experience of undertaking audit	Experience of professional self management.

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	<p>Experience of undertaking research</p> <p>Experience of presenting to a multidisciplinary audience.</p> <p>Experience in the development of policies, procedures and practice guidance</p> <p>Experienced in developing and managing nurse led clinics and services</p> <p>Skills, ability</p>	
Skills, ability and knowledge	<p>Ability to respond rapidly to emergency situations.</p> <p>Demonstrable basic and advanced clinical skills e.g: Venepuncture, Peripheral venous cannulation, physical assessment skills, joint injections, complex dressings, minor operative procedures, electrical cardioversion, endoscopy, basic life support</p> <p>Ability to prioritise own workload and that of others demonstrating effective time management and organisational skills and exercise sound judgements when faced with conflicting pressures.</p> <p>Excellent communication skills both verbal and written</p> <p>Up to date knowledge of the developments in appropriate area care underpinned by theory and experience.</p> <p>Understanding of clinical governance and its application.</p> <p>Understanding of current best practice and NHS issues and initiatives.</p> <p>Committed to CPD of self and others with proven mentoring, teaching and assessing skills.</p> <p>Demonstrate advanced people management skills including:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Motivation of staff and team building <input type="checkbox"/> Negotiation <input type="checkbox"/> Decision Making <input type="checkbox"/> Leadership <input type="checkbox"/> Staff development <input type="checkbox"/> Line management <input type="checkbox"/> Conflict and problem solving <input type="checkbox"/> Initiating and managing change 	Counselling Skills

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	<p>Competent in IT skills (in particular e-mail, use of internet ability to manipulate data electronically, power point presentations)</p> <p>Ensures that own actions support equality, diversity, rights and maintain quality</p> <p>Work under pressure with exceptional organisation and time management skills</p> <p>Demonstrate ability to make clinical decisions and to develop others in this area.</p>	
Personal Qualities	<p>Able to deal with difficult and sensitive situations with tact and diplomacy and deal with and resolve conflict</p> <p>Excellent interpersonal skills, approachable, caring, kind and compassionate</p> <p>Self-motivated and able to motivate others, enthusiastic, innovative, flexible and adaptable.</p> <p>Assertive, diplomatic, calm and objective</p> <p>Committed to service development.</p> <p>Understands the Trust Values and behaviours</p>	<i>Ability to Travel Across the Bay</i>