

PERSON SPECIFICATION

Post Title: Practice Development Nurse AfC ref: N0685c

Division/Department: Emergency Care, City

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
Experience	<ul style="list-style-type: none"> • Significant post registration experience • Relevant A&E experience at a senior nurse level • Preceptorship experience • A clinical expert either through formal qualification (diploma/degree) and/or extensive clinical experience pertinent to ED 	<ul style="list-style-type: none"> • AF/I • AF/I • AF/I 	<ul style="list-style-type: none"> • Previous professional development experience 	<ul style="list-style-type: none"> • AF/I
Qualifications	<ul style="list-style-type: none"> • RN Adults. • Teaching or mentoring course • ALS Provider • To have or be prepared to undertake ATLS/ TNCC 	<ul style="list-style-type: none"> • PIN/NMC Check • Certification/AF • Certification/AF • Certification/AF • Certification/AF 	<ul style="list-style-type: none"> • Leadership or First line management qualification) • Degree level qualification in health related subject • 	<ul style="list-style-type: none"> • Certification/AF • Certification/AF • Certification/AF • Certification/AF
Personal Qualities	<ul style="list-style-type: none"> • Coaching and Counselling skills • Advanced interpersonal skills • Facilitation <ul style="list-style-type: none"> - Negotiation - Collaboration • Flexible attitude • Self awareness • Innovative • Diplomatic • Assertive • Ability to work within a team and autonomously • Independent • Empathetic 	<ul style="list-style-type: none"> • AF/I • AF/I • 		
Management / Supervision / Coordination skills	<ul style="list-style-type: none"> • Ability to deploy first line management skills specifically regarding undertaking staff appraisal/Personal Development review, management reviews and staff counselling. • Ability to assess student nurses/support workers • Act as a preceptor/mentor as required. 	<ul style="list-style-type: none"> • • 		

	<ul style="list-style-type: none"> Leadership skills Influencing and persuasion skills. Able to support EC Manager in the development and implementation of unit strategies. Excellent organisational skills Ability to formulate and contribute to departmental policies Able to complete the EC Training needs analysis yearly, and produce the EC training plan 	<ul style="list-style-type: none"> 		
Written skills	<ul style="list-style-type: none"> Proficient in reading and writing in the English language. Ability to present data which may be complex Ability to use computer software packages e.g. Microsoft Word, Excel and PowerPoint. 	<ul style="list-style-type: none"> AF/I 		
Communication/ verbal skills	<ul style="list-style-type: none"> Able to speak, receive, understand and issue instructions in English and using medical terminology without risk of misunderstanding Able to communicate effectively via telephone, individual or group discussion and e-mail. Able to deliver formal and Informal teaching sessions to other Healthcare Professionals may involve large groups (over 20) Demonstrate effective communication skills when receiving highly complex sensitive and contentious information, which requires tact and persuasive skills, this is often in a highly emotive and aggressive environment 	<ul style="list-style-type: none"> I/Test 		
Responsibility for financial and physical resources	<ul style="list-style-type: none"> Awareness of the Training Budget Able to set, monitor and maintain effective stock levels appropriate for the ward/department. Awareness of budgetary control measures 	<ul style="list-style-type: none"> 		
Knowledge	<p>Expert Knowledge in all areas of the speciality: Triage IV drug administration Ability to calculate drug dosages</p> <ul style="list-style-type: none"> Understanding of holistic care Knowledge of change management and its application. Knowledge of specialty Knowledge of NHS priorities 	<ul style="list-style-type: none"> AF/I Certification/I 		

	<ul style="list-style-type: none"> • Understanding of group dynamics and the appropriate management to ensure effective team working. • Awareness of key principles of risk management process. • Ability to use competently computerised patient information system e.g. PiMS. 	<ul style="list-style-type: none"> • I • I 		
Physical skills	<ul style="list-style-type: none"> • Able to safely carry out manual handling of patients on a regular basis • Expert in suturing, plastering cannulation and phlebotomy • Keyboard skills 	<ul style="list-style-type: none"> • AF//Medical • I • I 		
Mental Effort	<ul style="list-style-type: none"> • Ability to synthesis complex information • Ability to work under pressure and competing priorities where the work pattern is unpredictable. • Ability to maintain concentration under stressful situations • Effective decision maker. • Ability to deal empathetically with distressed/anxious patients/relatives 	<ul style="list-style-type: none"> • I • I • I • Interview • Interview 		
Working Conditions	<ul style="list-style-type: none"> • Ability to deal with and diffuse conflict situations • Delivery of direct personal care of patients • Ability to work within high patient turnover/pressurised environment. Where there is daily exposure to verbal/aggressive behaviour • Personal contact with relatives/carers 	<ul style="list-style-type: none"> • AF • I • I • I 		
Emotional Effort	<ul style="list-style-type: none"> • Be able to take responsibility for imparting sensitive information to patients and carers and supporting other team members required to do. 	<ul style="list-style-type: none"> • I 		

Notes on completion

How tested: AF - Application Form
I - Interview
P - Presentation
T - Test

If you have any queries please contact your Divisional Human Resources Manager

I confirm that this Person Specification has been discussed and agreed with me.

Name:

Signature:

Date: