

PERSON SPECIFICATION

Job Title: Advanced Clinical Practitioner

Directorate/Department: Emergency Department

Band: 8a

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards		I
Training & Qualifications	1 st level qualified nurse Current registration with NMC Post registration qualification or training relevant to speciality MSc In advanced clinical practice or MSc Level relevant equivalent Registered Independent Non Medical Prescriber ALS Provider Evidence of teaching, supervision & assessment skills	Mentor/assessor qualification Instructor on ALS Completed ATNC Suturing, plastering and intravenous medication scope packages Completed/undertaking the Royal College of Emergency Medicine ACP accreditation program	A, I
Experience	Minimum 5yrs post registration relevant experience the last 2 years of which to be in an critical care/acute medical setting Completed portfolio of supervised practice in advanced clinical practice Evidence of continued professional development following MSc completion	Management and leadership experience	A, I
Communication and relationship skills	Able to present and receive complex information to a multi-professional team Demonstrate negotiating and influencing	Evidence of multidisciplinary teaching	A, I

	<p>skills</p> <p>Able to work independently and within a team</p> <p>Assertiveness skills and the ability to deal with interpersonal conflict</p> <p>Ability to adapt communication to a wide variety of patient abilities/needs</p> <p>Accept constructive feedback and teaching from a variety of sources.</p>		
Analytical and Judgement skills	<p>Ability to respond to, prioritise and analyse complex health conditions and ensure effective interventions are actioned in a timely manner.</p> <p>Deal effectively with clinical issues within defined procedures and guidelines</p> <p>Able to work with undifferentiated and undiagnosed healthcare problems.</p> <p>Participation in research or audit projects</p> <p>Active involvement in departmental operational development</p>	Active change initiator	A, I
Planning and organisation skills	<p>Willingness to adapt to departmental and patient need.</p> <p>Self motivated</p> <p>Efficient time and deadline management</p> <p>Ability to schedule academic workload and work commitments</p> <p>Able to identify learning opportunities</p> <p>Able to organise own learning and development</p> <p>Ability to provide education, complete research and audit</p>		A, I
Physical skills	<p>Able to undertake required clinical duties/procedures'</p> <p>Ability to manoeuvre patients and perform clinical examinations as required</p>		A, I

	Ability to undertake computer and other equipment skills.		
Other requirements specific to the role (e.g. be able to drive or work shifts)	Demonstrate flexibility in working patterns and practices Ability to support, colleagues, patients and relatives in sometimes distressing circumstances		A, I