

PERSON SPECIFICATION

Job Title: Glaucoma Nurse Specialist

Directorate/Department: Ophthalmology, Surgery Division

Band: 7

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	NMC registration. ENB 346 (or equivalent). Evidence of post basic education ENB 998 or equivalent. Nursing/Healthcare Related Degree. Willingness to undertake non-medical prescribing course. Evidence of continual professional development Up to date with all mandatory training	Masters Degree Formal leadership and management training Advanced Communication Skills Training Course or willingness to undertake.	A

<p>Experience</p>	<p>Post holder must have specialist experience</p> <p>Post Holder will have significant experience in ophthalmology.</p> <p>Post holder will have experience of hospital IT systems</p> <p>Eperience in using Notis, Medway applications.</p> <p>Experience of working independently as well as part of a team.</p>	<p>Experience of using Medisoft Applications.</p>	<p>A/I</p>
<p>Communication and relationship skills</p>	<p>Excellent oral and written communicator</p> <p>Able to present relevant clinical information to a multi-professional audience.</p> <p>Providing and receiving complex information</p> <p>Ability to convey sensitive information in an empathetic manner to patients, carers and staff.</p> <p>Evidence of negotiating and influencing skills.</p> <p>Evidence of teaching and assessment skills.</p>		<p>A/I</p>

	<p>Can minimise interpersonal conflict and barriers to communication.</p> <p>Understands the role of advocacy.</p> <p>Ability to work within a multidisciplinary team.</p>		
<p>Analytical and Judgement skills</p>	<p>Able to identify problems and find solutions either independently or by liaising with the appropriate person/persons.</p> <p>Ability to interpret and analyse complex clinical and non-clinical information.</p> <p>Able to critically analyze and evaluate research findings and to apply these to clinical practice.</p> <p>Evidence of data collection, evaluation and analysis.</p>		<p>A/I</p>

<p>Planning and organisation skills</p>	<p>Acts on own initiative and problem-solves, utilizing resources available.</p> <p>Ability to lead and introduce change.</p> <p>Knowledge and understanding of national policy and current issues affecting management and treatment of patients with Glaucoma.</p>	<p>Demonstrates ability to use initiative whilst understanding their limitations</p> <p>Be imaginative in terms of moving the service forward</p>	<p>A/I</p>
<p>Physical skills</p>	<p>Dexterity and accuracy in undertaking clinical skills.</p> <p>Competent and capable of using medical equipment.</p>		<p>A/I</p>
<p>Other requirements specific to the role (e.g. be able to drive or work shifts)</p>	<p>Act autonomously in decision making but refer/discuss with colleagues as necessary.</p> <p>Flexibility to work shift pattern for clinical area/department</p>	<p>Budget management skills</p> <p>Evidence of audit skills</p>	