

### Person Specification

**Job Title:** Specialist Nurse Practitioner      **Division:** Elective

Job Requirements		Weighting
<b>QUALIFICATIONS/TRAINING</b> <ul style="list-style-type: none"> <li>Level of education</li> <li>Professional qualifications</li> <li>Vocational Training</li> <li>Post basic qualifications</li> <li>Training and learning programmes/courses</li> </ul>	<ul style="list-style-type: none"> <li>Registered General Nurse</li> <li>Degree in health-related subject or equivalent</li> <li>Recognised Teaching /Assessing Qualification</li> <li>Post registration chemotherapy qualification</li> <li>Advanced Communication Skills</li> <li>MSc level qualification of equivalent knowledge</li> <li>Nurse Independent Prescriber</li> <li>Post registration qualification in Haematology/Oncology</li> </ul>	E E E E E E D D
<b>EXPERIENCE</b> <ul style="list-style-type: none"> <li>Length and type of experience</li> <li>Level at which experience gained</li> </ul>	<ul style="list-style-type: none"> <li>Significant experience in haematology/oncology including experience at band 6</li> <li>Experience as a team leader</li> <li>Evidence of managing and improving the patient experience</li> <li>Ability to lead, motivate and support teams</li> <li>Evidence of implementing and managing change</li> <li>Development and provision of education and training programmes</li> <li>Evidence of development of clinical guidelines</li> </ul>	E E E E E E E

<b>SKILLS/KNOWLEDGE</b> <ul style="list-style-type: none"> <li>• Range and level of skills</li> <li>• Depth and extent of knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching/ assessment skills</li> <li>• Effective communicator</li> <li>• Ability to motivate self and others</li> <li>• Computer literate</li> <li>• Identifying and providing training needs</li> <li>• Excellent verbal and written communication</li> <li>• Presentation skills</li> <li>• Clinical and non-clinical decision making</li> <li>• Critical analysis skills</li> <li>• Ability to work to strict deadlines</li> <li>• Computer skills</li> <li>• Formal and informal teaching</li> <li>• Writing for publication skills</li> <li>• Counselling skills</li> <li>• Central venous access device management</li> <li>• PICC placement</li> <li>• Chemotherapy administration</li> </ul>	E E E E E  E  E E  E E E E E  E E
<b>PERSONAL QUALITIES</b> <ul style="list-style-type: none"> <li>• Sometimes called attributes</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work on own initiative</li> <li>• Prioritising skills able to meet deadlines</li> <li>• Effective time manager</li> <li>• Team player</li> <li>• Problem solver</li> <li>• Diplomatic</li> <li>• Assertive and confident</li> <li>• Personal and professional maturity</li> <li>• Resilient and able to work in an emotionally demanding environment</li> <li>• Empathetic and able to support patients and their carers/relatives when communicating sensitive and delicate information</li> </ul>	E E  E E E E E E E  E
<b>OTHER JOB REQUIREMENTS</b> <ul style="list-style-type: none"> <li>• Physical attributes</li> <li>• Specific job circumstances such as unsocial hours</li> <li>• Special requirements such as car driver</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work both on own initiative and within a team</li> <li>• Flexibility</li> <li>• Effective time management skills</li> <li>• Projects a strong professional image</li> </ul>	E  E E E

<b>* Notes on Completion</b>	
<b>JOB REQUIREMENTS</b> The job requirements are in effect the person specification, in that they specify the person who could do the job competently.	<b>WEIGHTING</b> Please indicate for each criteria whether it is <b>Essential</b> or <b>Desirable</b> .