

**COMMUNITY FRAILTY SERVICE**

**INTEGRATED MEDICINE & PATIENT FLOW DIVISION**

**PERSON SPECIFICATION**

**JOB TITLE:** Advanced Clinical Practitioner

**BAND:** 8a

	Essential Criteria	Desirable Criteria	How Tested
<b>Qualifications</b>	<p>Clinical based Post-graduate Degree</p> <p>MSc Advanced Practice</p> <p>Five years post registration experience of which 3 years' experience are within speciality at a senior level</p> <p>Non-Medical Prescriber (V300)</p> <p>Evidence of Continuous Professional Development</p> <p>Current registration with the NMC or HCPC</p>	<p>Management Qualification</p> <p>Post basic qualification in speciality</p>	Application
<b>Experience and Skills</b>	<p>Evidence of extensive expert professional/clinical knowledge in acute care.</p>	<p>Evidence of working at a senior position within an appropriate health care field</p>	Interview



	<p>Specialist clinical training and CPD in managing long term conditions.</p> <p>Effective communicator able to communicate complex and highly sensitive information</p> <p>Evidence of relevant involvement in meeting the Trust clinical governance objectives</p> <p>Evidence of effective people management and leadership skills</p>	<p>Can demonstrate assertiveness, tact and diplomacy appropriately</p> <p>Evidence of working in the community setting</p> <p>Evidence of involvement in policy and practice change</p> <p>Evidence of proactive involvement in the mentorship and development of nurses and nursing practice or AHP's</p>	
<b>Skills and Abilities</b>	<p>Ability to:</p> <ul style="list-style-type: none"> <li>• Prioritise against tight deadlines and work under pressure</li> <li>• Work on own initiative</li> <li>• Identify trends for analysis.</li> <li>• Deal with confidential information.</li> <li>• Work as part of the multi-disciplinary team</li> <li>• Prioritise and demonstrate effective time management and organisational skills.</li> <li>• influence &amp; motivate others</li> <li>• Use own initiative</li> <li>• Use IT systems</li> </ul>		Interview Assessment
<b>Personal</b>	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> <li>• Assertiveness</li> <li>• Motivational skills</li> <li>• Negotiation</li> <li>• Problem solving / Decision Making</li> <li>• Delegation</li> <li>• Conflict and problem solving</li> <li>• Enthusiasm</li> <li>• Flexible approach to working</li> <li>• Ability to persuade and influence at all levels.</li> <li>• Full Driving license and access to a car on a daily basis</li> </ul>		Interview Assessment