

Person Specification

Job Title	Advanced Nurse Practitioner		
AfC Band	Band 8a	Job Code	409-S6204077

Method of Assessment: 'A' Application Form 'C' Certificate 'I' Interview 'R' Reference 'T' Test/Presentation

Person Specification		Essential	Desirable	Assessment
Qualifications				
1	Registered Nurse with current NMC registration	X		A/I
2	MSc Advanced Practice	X		A/I
3	Independent / supplementary nursing prescribing – V300	X		A/I
4	Postgraduate diplomas to include level 8 high intensity interventions	X		A/I
5	Portfolio of evidence demonstrating up to date achievement of required competencies for advanced practitioner practice	X		A/I
6	NMC Specialist Community Practitioner Qualification	X		A/I
7	Evidence of on-going professional study and personal development	X		A/I
8	ALS provider	X		A/I
9	ALS Instructor		X	A/I
10	Leadership qualification		X	A/I
Knowledge & Experience				
1	Clinical risk management and governance experience	X		A/I
2	Audit and research experience	X		A/I
3	Awareness of local and national targets and policies/guidelines	X		A/I
4	IT competent	X		A/I
5	Team building	X		A/I
6	Excellent communication skills	X		A/I
7	Ability to manage and prioritise own workload and assist junior clinical staff in managing theirs	X		A/I
8	Prioritises balance of work to support flow of patients through the Practice	X		A/I
9	Change management experience	X		A/I
10	Ability to performance advanced clinical procedures	X		A/I
11	Advanced clinical assessment and diagnostic skills	X		A/I
12	Advanced clinical diagnostic skills (e.g. ABG's, CXRs, laboratory investigations)	X		A/I
13	Ability to formulate differential diagnosis, initiate appropriate treatment and evaluate effectiveness.	X		A/I
Skills				
1	Experience and evidence of working collaboratively in a multidisciplinary environment.	X		A/I
2	Evidence of effective leadership, practice development, expertise and innovation in clinical practice	X		A/I
3	Advanced ability to disseminate sensitive information	X		A/I
4	Experience of clinical practice benchmarking	X		A/I
5	Ability to influence and work across professional boundaries	X		A/I
6	Highly motivated and experienced practitioner	X		A/I
7	Ability to work as an independent practitioner	X		A/I
8	Manage complex and competing issues remaining calm under pressure	X		A/I
9	Advanced Procedural skills	X		A/I
10	Extensive experience in related general specialty	X		A/I
11	Experience of working within the NHS.		X	A/I

12	Experience of nurse triage including telephone triage	X		A/I
13	Demonstrate an ability to lead and motivate individuals and teams	X		A/I
14	Ability to present all work in a clear and concise manner appropriate to the target audience	X		A/I
15	Ability to manage conflict, effective negotiation skills	X		A/I
Other				
1	Flexible to meet the needs to the post	X		A/I
2	Commitment to own professional development acknowledging own limitations	X		A/I
3	Full driving licence or access to supportive driver	X		A/I