

Person Specification & Scoring Sheet

Job Title	Advanced Clinical Practitioner	Band	8a
Candidate			

Top Tip for candidates! Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	Essential Criteria	Desirable Criteria	Score
Qualifications	<ul style="list-style-type: none"> Registered Nurse, AHP or paramedic Independent non-medical prescriber/ V300 MSc in Advanced Practice 	<ul style="list-style-type: none"> NMC Approved mentor preparation course or equivalent mentor course 	
Candidates: Please be aware that you will be asked to present your original qualifications at interview.			
Experience	<ul style="list-style-type: none"> Significant experience in a clinical setting Substantial experience in clinical area Able to demonstrate advanced theoretical and clinical knowledge and skills. Understanding of clinical Governance and risk management Staff management experience Evidence of carrying out research/audit/ leadership Has a clear vision of the future development of practice. Demonstrate flexibility within the role. Have an understanding of team dynamics and an ability to influence the building of effective working relationships between staff. Ability to support, encourage and motivate others 	<ul style="list-style-type: none"> Post-registration experience in a relevant clinical setting. Experience in various acute/ community/primary care settings. Portfolio of evidence 	

Skills	<ul style="list-style-type: none"> • Excellent interpersonal, written and verbal communication. • Able to motivate and lead others. • Influential and persuasive. • Excellent team working skills. • Advanced clinical skills relevant to the speciality. • Ability to take a patient history, provide a full clinical assessment. • Ability to order and review diagnostic tests relevant to area. • Knowledge of Health • Skilled at promotion of relevant educational issues • Advanced planning, organisational skills including the ability to prioritise completing tasks in a highly complex and dynamic environment. • Clinical judgement and decision-making skills • Venepuncture skills • Evidence of ability to work within four pillars. 	<ul style="list-style-type: none"> • Presentation skills. • Undertaken a management programme. • Urinary Catheterisation skills. 	
Knowledge	<ul style="list-style-type: none"> • Detailed knowledge of the principles of clinical governance and its application. 		
Additional	<ul style="list-style-type: none"> • Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation • Computer literacy • Ability to cope working in a stressful environment and with emotional/aggressive patients/carers. • Possess energy, drive and resilience with a keen 		

	<p>desire to develop the further.</p> <ul style="list-style-type: none"> • Flexible in working hours to meet the needs of the service. • Able to travel across Trust independently. 		
WWL Behaviours	<p>When we are:</p> <p>4ward Thinking We seek out new and creative way of working to make a positive difference.</p> <p>Working together We actively seek opportunities to work in partnership with others</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Demonstrate Compassion We take time to show kindness and care to others</p>		

Total Score:	
Out of total possible score:	

Comments	<p>Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;</p>
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Scoring Key: <ol style="list-style-type: none"> 1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria 2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria 3. Showed more positive than negative evidence of meeting the essential criteria 4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria 5. Showed multiple clear evidence of meeting all of the essential and desirable criteria 	
Signature:	Date:
Print name:	Position: